

If I was the CEO of my company I would have a reward system based off of performance, motivation, and commitment. If you above and beyond to make sure the cyber security of my company is in top notch shape, then the reward I would use would be from a social standpoint. I would not want to make it individualized because the company needs to learn how to work together to achieve these goals. So if the employees were to have a high performance for a good month, then it will most likely result in a “party”. The “party” would have food and drinks for everyone and an hour or two to cut back from their work.

While it being a party it would be looked at as an appreciation for my employees for providing the best services to my company. It will also be some time where the employees can provide any personal feedback that could potentially help the company grow as a whole. It would be a time where everybody can feel included. If I see that many of my employees are going back to school to elevate their educational status and gain more potential knowledge to help with the company, then the reward I would have for them would be tuition assistance. Many employees might need help with tuition due to having families and household responsibilities. The last reward would be viewed as a whole and as an individual. If I see that there are people that are committed to working and help better the company, then it would ultimately lead to a pay increase in their salaries.

The sanctions that I would implement would be a 3 point system would be recognized individually. Although working together as a team is great, sometimes you have people that do not contribute as they should which affects the teams rewards. If individuals feel like they can not contribute like others then they would be a 3 point system which can lead to a decrease in pay, demotion and potentially being fired from the company. This would be most effective because some employees may feel like they do a lot and get rewarded while others feel that they can do little and still be rewarded. The people that are committed will feel like they are being appreciated for their services in the company, rather than just a regular worker.