



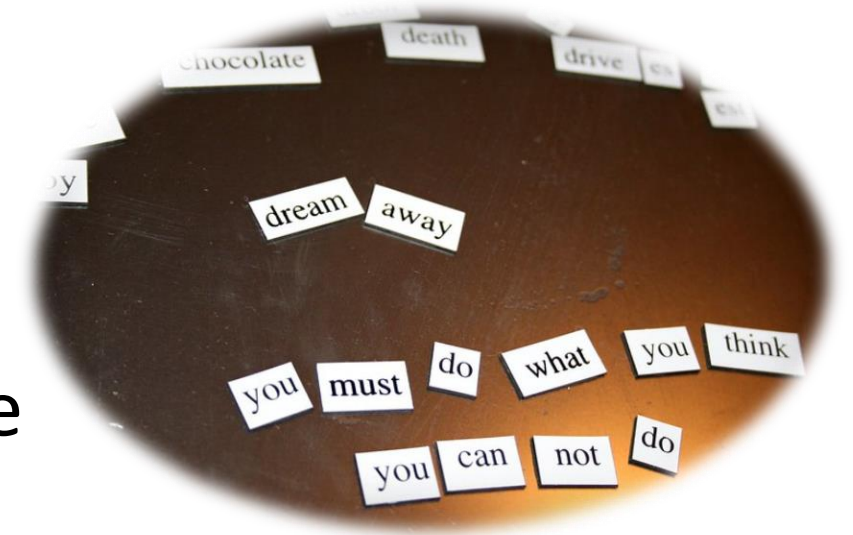
T I W A
THE IDEAL WORKPLACE ATMOSPHERE

**EMOTIONAL WAGE IN
THE WORKPLACE**

EMOTIONAL WAGE

- **Objectives of the Module**

The general objective of this module is to bring the knowledge and consequences of the **EMOTIONAL WAGE IN THE WORKPLACE** to the managers of the companies within the **TIWA MANAGEMENT TRAINING SYSTEM**



- **Aim:**


This topic aims to present the concept and importance of emotional wage in the workplace, which we understand by emotional wage, importance in our company as well as good implementation and techniques.

- **Objectives:**


- To have a better understanding of emotional wage
- To avoid lack of motivation and unhappy worker
- To learn techniques to increase motivation



• Definition



Emotional wage is the remuneration that a worker can obtain from a company and is not economic in nature, but is aimed at achieving an improvement in their well-being and quality of life.



In today's world, and although wages are still highly valued, there are a number of benefits that can greatly improve a worker's regard for and attachment to a company.



- **The importance of an emotional wage at work**
- A motivated and happy employee is not just a sign of a good salary. Feeling satisfied at work also requires an emotional wage. An emotional wage consists of all the non-cash benefits that a company provides to its employees.
- If you want an employee to perform well, it is important to provide them with a fair salary and bonuses or other monetary incentives. **However, money is not the only thing that keeps employees motivated and satisfied.** In this sense, the emotional wage is gaining popularity in today's workplaces..



- **The importance of an emotional wage at work**
- According to OCCMundial, emotional wages increase staff productivity by 33%, days lost due to low efficiency or failure to meet targets are reduced by 66%, absenteeism due to accidents, illness or personal problems is reduced by 51% and 97% of workers feel closer to the company.
- Company that includes **emotional wages** in its job offers is fostering a positive relationship with its employees. This will lead to a better working environment, lower employee turnover (brain drain), more motivated teams and ultimately much more productive...



- **The importance of an emotional wage at work**
- Dr. Steven Poelmans, Professor of Neuroscience and Strategic Leadership at the Antwerp School of Management in Belgium, says that "**An emotional wage is the set of non-monetary benefits that a company offers its workers, complementing the traditional wage with new creative formulas that adapt to modern needs**".



An emotional salary motivates workers and allows companies to maintain their talent.





- **The 3 legs of the emotional Salary**
- Ensuring the psychological well-being of the employee (ensuring that they do not work too hard, that people respect others, etc.)
- Support the inclusion of your personal life at work, how to make sure you have a healthy balance between work and life (you can be out of the office for a few hours if you have a doctor's appointment and then come back, you can work from home if your child is sick, etc.)
- Supporting employees to grow (do they have training budgets, methods of self-improvement and growth, etc.)



- What are the most successful measures ?
- According to experts, some of the most important aspects are:
- Career opportunities: knowing that, even if you start from the bottom, you have a chance of working your way up to positions of greater responsibility gives employees an extra dose of motivation because they see their future opportunities as a reward.
- A good working environment: a peaceful working environment that fosters teamwork and the corporate culture makes workers feel comfortable every day.



- What are the most successful measures ?
- Work-life reconciliation: flexible working hours are another one of the aspects rated highest by workers.
- Being part of the decision-making process: feeling that the company takes the opinions of its employees into account makes them feel key parts of the project



If you want your people to feel better, come to work every day with a smile and stop throwing darts at your picture, we offer you some examples of emotional pay.



Provides personal recognition

- It is probably the easiest emotional wage to offer and one of the most effective. As you know, recognizing work well done and offering a nice word in time can have almost miraculous effects. Don't be stingy with praise and you'll see your people grow wings (don't look for anything behind their backs, this is a metaphor).





Program a career plan

- Some people need to notice that they are making progress - professionally speaking - to feel more motivated by their work. Consider whether it makes sense to develop a career plan for their position, and if so, don't hesitate to offer it



Create a pleasant workplace

- You don't need to install a zip line or a diving pool at your workplace, but a space for recreation, with its refrigerator, coffee maker, microwave, some armchairs, etc., can provide a very useful outlet for breathing and recharging batteries. Also, remember that the facilities must be spacious and clean, with comfortable and functional furniture





Facilitates social contributions

- Although they have an economic component, some of the social benefits you can offer will also generate an emotional impact. Health insurance will convey the feeling that you care about the health of your workers. An allowance for your children's education will be remembered for years. Think about what you can do for your workers or their families and reach their hearts.





Provides free days

- In addition to holidays or public holidays, there are key moments in people's lives when they will be especially grateful to have time to attend to their affairs. One such moment is, for example, the death of a close relative. Another, more joyful moment is the birth of a child. You can extend paternity or maternity leave, or facilitate flexible or reduced working hours. Your workers/parents will be grateful





Offers free consultancy

- If in your company you have legal or psychological advice -or if you collaborate with professionals in these branches-, offering your employees this type of service or a good discount on it, can be appreciated in certain moments, sometimes critical, in people's lives.





Programme of leisure dayss

- Just because you don't install the diving pool in your office doesn't mean that you can't enjoy your leisure time in the right places. Scheduling a leisure event can be a lot of fun and bonding. There are thousands of options: a good meal, paintball days, escape rooms, etc.





Offers a childcare service

- Of course, you can't always set up a kindergarten at your workplace, but if you have the means, offering your workers a space where they know their children will be close by and well cared for can be a priceless benefit. And if your business doesn't make it that far, setting up agreements with nurseries and offering discounts to your employees can be an attractive solution





Facilitates a flexible schedule

- We all have our personal lives, and keeping to a strict schedule can be a heavy burden on many occasions. Making entry and exit times more flexible can be a welcome daily benefit and reduce absenteeism at the same time.





Offers the option of Teleworking

- In the new prevailing world reality and following the global challenge of Covid-19 this option for workers is and will be necessary. Thanks to technology, teleworking is becoming increasingly viable. You can offer a total telework option or combine it with flexible working hours. In any case, you will be facilitating the reconciliation of work and family or personal life, and this will always be highly valued





It offers access to training

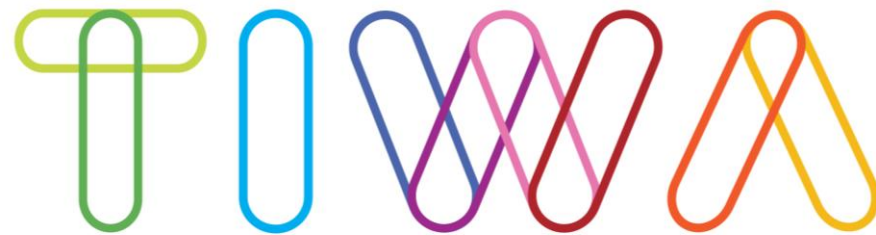
- Good training is important. It leads to increased productivity and personal growth. There are many ways to facilitate access to training (subsidising courses, offering talks during working hours, etc.), so think about which one would best suit the needs of your workers and do not hesitate to offer it to them.



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