



CAREER

Some employers reward members of staff for their exceptional contributions to the company by giving them extra money. This practice can act as an incentive for some but may also have a negative impact on others. To what extent is this style of management effective? Are there better ways of encouraging employees to work hard?

In times of high unemployment, employers need to do very little to encourage their staff to work hard, but when job vacancies are **scarced**, they have to find effective ways of rewarding their staff to stop them from going elsewhere. One obvious way of doing this is to offer extra money to employees who are seen to be working **exceptionally** hard and this is done in companies with a product to sell. For example, real estate agents or department stores can offer a simple commission on all sales.

This style of management favors people who can demonstrate their contribution through sales figures, but does not **take into account** the work done by people behind the scenes who little contact with the public. A better approach is for management to offer a bonus to all the staff at the end of year if the profits are healthy. This, however, does not allow management to target individuals who have genuinely worked harder than others.

Another possibility is to identify excellent staff through incentive schemes such as 'Employee of the Month' or 'Worker of the Week' to make people feel recognized. Such people are usually singled out with the help of clients. Hotels, restaurants and tour operators may also allow staff to accept tips offered by clients who are pleased with the service. However, tipping is a highly unreliable source of money and does not favor everyone.

Basically, employees want to be recognized for their contribution - whether through receiving more money or simply some encouraging words. They also need to feel that



their contribution to the whole organization is **worthwhile**. Good management recognizes this need and responds appropriately.

(275 Words) Band 9

Các cụm từ cần nhớ

- In times of: trong thời đại
- scarced(adj): khan hiếm
- exceptionally(adv): cực kỳ
- take into account: cân nhắc kỹ lưỡng
- worthwhile(adj): có góp phần quan trọng

As most people spend a major part of their adult life at work, job satisfaction is an important element of individual well-being. What factors contribute to job satisfaction? How realistic is the expectation of job satisfaction for all workers?

In today's life, there is a wide range of people who work under **flexible** environment, while others are exposed to stressful conditions. It is unadvisable to proceed with any job, if the employer is not taking into account the vital paths required in convincing their employees to continue their jobs properly. In this essay, I am going to address the contributing factors to job satisfaction which are in terms of working hours, salaries and graduates.

It has been essential to understand individuals' commitments to exclude this particular fellow from 9 to 5 working hours. For example, some people cannot be **punctual** at work because they have disabled daughters or sons, who could not be able to travel to school independently. Therefore, it is important to change the original time schedule to give these people flexibility. So this type of help would give them more **job contentment**.



The fact that could not be denied and encourage the employee remarkably is the reliable salaries in addition to promotions to the highly achievable workers. For example, if a worker in a factory is able to fix a broken down one of the machines, it is illogical not to reward this worker for his great help to the factory. Therefore, if we award this worker, he will be grateful and more confident to his job. Awarding and reasonable salaries are essential elements to job satisfaction.

It is essential to **accommodate** the right person at work on the right place according to their degree or certificate. If an individual has graduated as an accountant, it is unrealistic to work a job as a carpenter. One of the consequences of that is the worker is not going to like his job because there is no **sensible** relationship between this job and his main occupation.

To conclude, if every worker is able to take part in a job which suits him financially, vocationally and academically, it could contribute to climbing the career ladder successfully.

(327 Words) Band 9

Các cụm từ cần nhớ

- flexible(adj): linh hoạt
- punctual(adj): đúng giờ
- job contentment: sự hài lòng trong công việc
- accommodate(v): sắp đặt
- sensible(adj): hợp lý, có lợi



When choosing a job, the salary is the most important consideration. To what extent do you agree or disagree?

Many people choose their jobs based on the size of the salary offered. Personally, I disagree with the idea that money is the key consideration when deciding on a career, because I believe that other factors are equally important. On the one hand, I agree that money is necessary in order for people to **meet their basic needs**. For example, we all need money to pay for housing, food, bills, health care, and education. Most people consider it a priority to at least earn a salary that allows them to cover these needs and have a reasonable quality of life. If people chose their jobs based on enjoyment or other non-financial factors, they might find it difficult to support themselves. Artists and musicians, for instance, are known for choosing a career path that they love, but that does not always **provide them with enough money to live comfortably and raise a family**.

Nevertheless, I believe that other considerations are just as important as what we earn in our jobs. Firstly, personal relationships **work environment** are extremely important when choosing a job. Having a good manager or friendly colleagues, for example, can make a huge difference to workers' levels of happiness and general quality of life. Secondly, many people's feelings of job satisfaction come from their **professional achievements**, the skills they learn, and the position they reach, rather than the money they earn. Finally, some people choose a career because they want to help others and contribute something positive to society.

In conclusion, while salaries certainly affect people's choice of profession, I do not believe that money outweighs all other **motivators**.

(275 words)

Các cụm từ cần nhớ

- meet basic needs: đáp ứng các nhu cầu cơ bản



- provide sb with enough money to live comfortably: cung cấp tiền bạc cho ai để sống thoải mái
- raise a family: nuôi nấng gia đình
- work environment: môi trường làm việc
- professional achievements: những thành tựu chuyên môn
- motivator: nhân tố thúc đẩy