



Scholarship Contest Winner

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Essay Topic: If you had the opportunity to change the future of the workplace, what would you change and why?

If I was presented with the opportunity to change and enhance the Workplace, I would enforce the concept of performance based pay. This ensures that each individual is getting paid based on how hard they work. If this was the case, workers would be receiving a true salary that correlates strongly with their work performance. Along with this, more individuals would be motivated to work harder at their jobs, instead of completing the bare minimum. When the bare minimum is completed, the company does not produce all that is expected. This concept would then motivate its workers to successfully get the job done. Similarly, it would also allow for workers to become more competitive in their working environments.

Along with performance based pay, I would enhance the concept of bonuses being based on overproduction of an item. The reason behind this is that once a worker has met the expected amount of product produced, he or she will be presented with the opportunity to gain extra pay or leave early. With either option, the worker will be allowed a choice, whether that be to work for extra money or leave once all of the job has been done for the day. This would allow for some individuals to have a less strict working environment, in order for them to go home to their personal lives after everything has been completed. Similar to the performance based pay, the concept of changing how a bonus works will motivate each person to reach their goal of production. This will then enhance the status of the company and every individual will prosper from this concept.

Lastly, every manufacturing company should have a daycare system for families to utilize to their advantage. The reason behind this is some families cannot afford the luxury of sending their children to daycare. This then causes parents to miss work in order for them to take care of their kids. With a daycare system that is directly provided by the company, workers would no longer have to struggle with the worries of not being able to provide for their children, which would come along with the inability to attend work. This concept would then come full-circle when related to an individual's ability to work overtime to receive bonuses based on production. Instead of having to leave work to take care of children, a worker would be provided with the opportunity to make more money based on the simple addition of a daycare system provided by each manufacturing company.

With the enforcement of performance based pay, bonuses based on overproduction, and childcare for each worker, the Workplace has the opportunity to be enhanced into something greater. The beneficial aspects of these concepts will allow for both the company and the individual to thrive in the working environment. Products will be produced to the expected amount and companies will be able to get the items out efficiently. Along with this, each person will have motivation to work for extra money instead of slowly going through the motions each day. The addition of a daycare will also allow for parents to not have to worry about the location of their children. As these changes are made, the Workplace will prosper and develop into a more positive environment for each individual.

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