

Curtis Hubbard
Case 1 Harrahs Entertainment
MGNT 4165
MW 03:00p.m.-04:15p.m.

Harrah's has done a great job of providing incentives for their employees. However the incentives plan cost was 16 million dollars the previous year. There are many ways that Harrah's can keep their incentive plans fresh, but the key lowering the cost of these incentives. The most important factor is that you do not always have to provide a financial award to employees. If employees are honored for their hard work and commitment to the company in front of their peers then it makes employees feel honored and provides incentives for other employees to work harder.

The first thing I would recommend is that Harrah's implements Employee of the Month awards. This is an opportunity to honor outstanding employees who have shown outstanding teamwork, performance, safety and reliability over the course of a month. These employees can receive their reward at an all employees meeting. Harrah's can also implement start-up meeting for each department. In a start-up meeting employees and managers will review what happened the previous day, what are the plans for the day and recognize employee that exceeded the daily performance goals. Harrah's can also provide extra training to employees who have exceeded expectation. They can train employees on another function or cross train an employee to another department if they choose.

I believe Harrah's has a very good policy to see if employees are a great fit for the company. I believe that a 90 day probation period is more than enough time see if an employee is a great fit for the job and vice versa. I also agree that at the 45 day mark employees should meet with the employer to see how there training is going, what can be improved on training, how the

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employee is performing and what the employee needs to work on for the next 45 days of the probation period. It provide great direct two way feedback for employees and management.