

Appendices

Appendix 1

Structure of the Interview with the Manager

1. What types of motivation does your company use?
2. Who is responsible for the development and implementation of the remuneration programs?
3. Which particular forms of remuneration do you believe to be the most successful in your company?
4. How is the planning of your motivation incentives organized?
5. How are such policies implemented in the subsidiaries?
6. What is the role played by leadership in your company in terms of motivation?
7. Do you use the potential of informal leaders?
8. To which extent are the employees satisfied with their job in your opinion?
9. To which extent are they motivated?
10. How are you intending to modify your motivation programs in the future?

Structure of Employee Survey

1. To which extent are you satisfied with your job? Please rate 1 (not satisfied at all) to 5 (completely satisfied).
2. To which extent are you motivated? Please rate 1 (not motivated at all) to 5 (totally motivated).
3. What impact do formal leaders (managers) have on your motivation? Please rate 1 (lowest impact) to 5 (highest impact).
4. What impact do informal leaders (colleagues) have on your motivation? Please rate 1 (lowest impact) to 5 (highest impact).
5. What kind of motivation is more important for you? Financial / non-financial / both.
6. What kind of motivation should be enhanced? Financial / non-financial / both.
7. Do the managers take into account your opinion sufficiently when designing the incentive programs? Yes / no.

