

Abstract:

Rewarding Useful Suggestions in an Organizational Unit

Research Question (RQ): Do organizational unit leaders reward useful suggestions? How does the rewarding of useful employee suggestions encourage creativity and effectiveness?

Purpose: On the basis of group conversations through focus groups, to determine whether rewarding effects the creativity and performance of employees.

Method: Quantitative method using focus groups.

Results: The results of the research study showed that the organizational unit appropriately rewards useful suggestions and that this has an impact on employee creativity and efficiency. In addition, the massive inventive activity is a system that effectively influences the success of business.

Organization: Massive inventive activity has become a system in which increasingly more employees from different organizational units are becoming a part of. An important role is by managers, who are responsible for creating a positive atmosphere and encourage employees into innovative thinking, performance, and rewarding of useful suggestions.

Society: The research shows that this is part of the organizational culture and that it is necessary to transfer to new employees.

Originality: This is the first such research in our organizational unit.

Limitations/Future Research: The research study was conducted in only one organizational unit of the company.

Keywords: useful suggestions, massive inventive activity, employees, rewards, organizational unit, innovation.