

Session Title

Employee Engagement: The Motivating Potential of Job Characteristics and Rewards (*MSPB*)

Session Date

Wednesday, April 15, 2015 • 11:30 am - 12:20 pm EST

Session Objective

Participants will learn about:

- Job characteristics that contribute to motivation such as autonomy, feedback, task significance, variety, and identity and how to measure them
- How employees value rewards at work such as personal satisfaction, interesting work, and appreciation
- How employees view the connection between effort, results, and rewards and ways to strength those connections to make rewards more motivating
- Tools for gaging and exploring motivation and engagement within organizations and then take action based on findings

Presenters

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J. Peter Leeds – Peter.Leeds@mspb.gov

Presenter Biographies

Julie Osowski is a senior research psychologist with the U.S. Merit Systems Protection Board's Office of Policy and Evaluation, and is the current Editor of MSPB's Issues of Merit newsletter.

J. Peter Leeds, is a senior research psychologist with the U.S. Merit Systems Protection Board's Office of Policy and Evaluation and teaches at the University of Baltimore.