

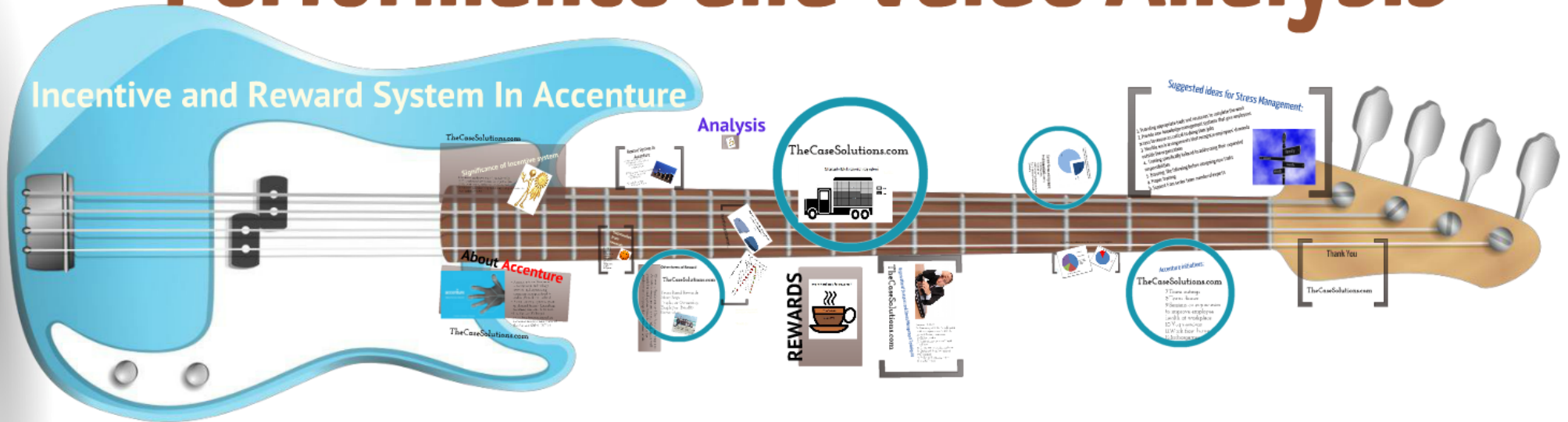
# Performance and Value Analysis



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# Performance and Value Analysis

Incentive and Reward System In Accenture



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# About Accenture



- Accenture is multinational management, technology services and outsourcing company headquartered in Dublin, Republic of Ireland.
- Accenture employees to work in blended teams - Consulting, Solutions, Services, Enterprise
- It is the world's largest consulting firm measured by revenues and is a constituent of the Fortune Global 500 list.

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## Significance of Incentive system

1. Motivate employees to perform effectively.
2. Motivate employee to join the organization.
3. Motivate employee to come to work, and
4. Motivate individuals by indicating their position in the organization structure.





## Other forms of Reward

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Team Based Rewards  
Merit Pays  
Employee Ownership  
Employee Benefits  
Recognition



CP points, Accelerator and Ace Award are unique forms of recognition. Accenture has a very holistic and a rounded reward system which looks after the needs of all employees and keeps up their motivation levels.

Recognition  
ESOP  
Series1  
Series2  
Series available in Accenture

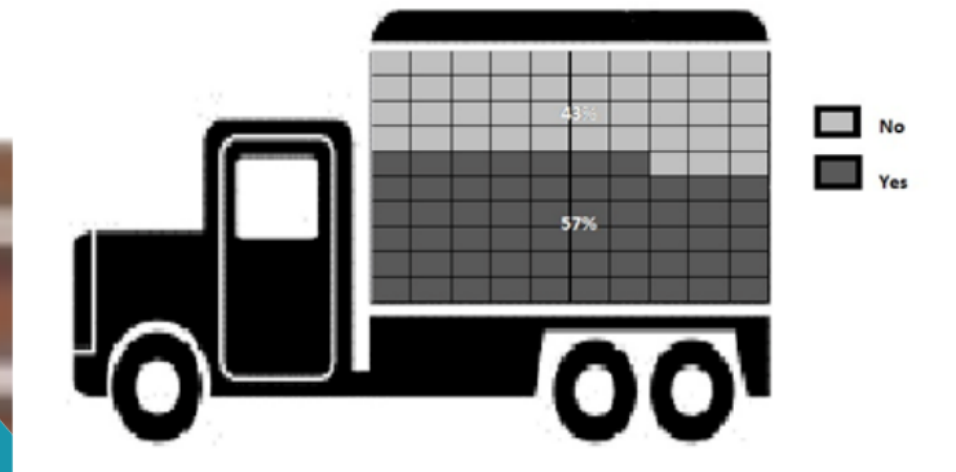
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Do Incentives lead to healthy competition among employees?

You Look Good to Me  
You're Progress 100%



Did reward system bring a change  
in your performance?  
100%  
100%



Sources of stress:-

- 1) Company's failure to add more staff to support growth which leads to heavy workload
- 2) Office politics
- 3) Time critical projects/ Tight Deadlines
- 4) Competition within the team
- 5) Disturbed sleep because of 24/7 support
- 6) Prolonged working hours
- 7) Ad-hoc issues

Organizational Stressors and Stress Management Techniques

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What technique is adopted by  
in discussing?

Yes

No

Accenture initiatives:

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7. Team outings

8. Team dinner

9. Sessions on ergonomics

to improve employee  
health at workplace

10. Yoga sessions

11. Work from home

12. Indoorgames



**Thank You**

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