

Why Would Amazon Pay \$10,000 To Employees To Quit Their Jobs?



On the 9th of May, 2019, Amazon said that it would contribute as much as \$10,000 if employees wanted to leave the company.

If follows from a previous communication to its employees to discourage them from staying if they don't want to stay.

An Amazon spokesman went on to say, “we want people working at Amazon who want to be here”.

Which leads me to the subject of **employee engagement**.

We know that high level of employee engagement can have an extreme positive impact on work environment. Productivity rises, communication flows openly and importantly projects move forwards.

We also know that employee disengagement can be very detrimental to the organisations. Here is an example:

A database administrator and a project manager at a Government agency became increasingly disgruntled with the way their manager treated staff. The manager would often override their technical decisions when they were by far more qualified for that project. The both filed complaints with HR over what they considered a hostile work environment but didn't receive a satisfactory response. After filing a complaint about their manager, both people were removed by the manager from the project altogether. They sent a second complaint to HR, but on this occasion their manager also filed a complaint against both employees for “failure to follow instructions”. They eventually resigned and transferred to another Government agency because of the lack of responsiveness to their complaints.

Two months later, one of the ex-employees found out that the previous agency had forwarded her negative performance reviews to the new organisation where she was employed. That was the last straw. She connected from home to her previous agency and using another employee's username and password had started to delete critical data from the systems. She was eventually caught and ordered to pay \$35,000 in restitutions.

A new report by Gallup found that only 14% of employees in Australia and New Zealand are engaged in their jobs. An overwhelming 71% are not engaged and as many as 15% are actively disengaged.

A similar report in the United States, shows that employee engagement level is sitting at 34% along with 13% actively disengaged.... a ratio of nearly three engaged workers for every actively disengaged one.

There are four levels of employee engagement

1. **Highly engaged employees** are the “A” players. Those employees who are the bedrock of high performing, productive, innovative and importantly passionate people. They are predictable, reliable, trustworthy and positive. These “A” players motivate others less engaged employees to increase their level of engagement.
2. **Engaged employees** are the “B” players who are focused on their work and deliver an honest day’s “labour”. They outlook is positive, they work hard, they are diligent and generally believe in the mission and vision.
3. **Somewhat disengaged** are the “C” players who are adequate but not functioning anywhere near their full potential. For a number of reasons, they tend to be distracted, bored and tend to be disruptive within their environment.
4. **Actively disengaged** are the “D” players who actively checked out, but still want their pay check. These are people who actively doubt the organisation mission and vision, speak ill of the organisation and its leaders and do just enough to not get fired.

So, having said that, my question again is - why would Amazon pay \$10,000 to employees to quit their jobs?” So... the real reason...

The so-called last mile of delivery - getting an order to the customer’s door has long been an obsession for ecommerce companies. To make the journey as efficient as they can, Amazon is offering to pay its employees thousands of dollars to deliver packages, they just have to quit their current jobs first.

Last June, Amazon created the Delivery Service Partner program to allow entrepreneurs to create their own businesses delivering packages for Amazon. The idea was to get orders moving fast, without the need to rely on UPS or FedEx. On the 9th of May, Amazon said it would begin offering employees up to \$10,000

in start-up costs to leave their current positions to join the program, as well as three months of gross pay.

How Can We Help you?

Traditional guidance regarding how to defend against employee risks focused primarily on security controls which constrained employee behaviour or detect and punish misbehaviour. While these traditional security measures are necessary, they can result in counterproductive constraints on employees' actions, their behaviour and trust.

Fortunately, CommsNet Group approach to employee risks focuses through the mechanism of "positive incentives". Positive incentives complement traditional practices by encouraging employees to act in the interest of the organisation. Instead of solely focusing on making sure that employees don't misbehave, CommsNet Group helps you to create a work environment where employees are internally driven to contribute to organisations in a positive way.

Interested in identifying strategies in how your organisation can increase its employee engagement level and reduce potential insider risks, get in touch with CommsNet Group or contact us +61 2 6282 5554 or feel free to fill out the form of the CommsNet Group website: <https://commsnet.com.au/contact-us>

Contact Us

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