



THE TIMES 100

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Nuclear Decommissioning Authority: Developing a motivated workforce

Answer sheet

1. What does the NDA do?
Nuclear Decommissioning Agency oversees the safety and process of decommissioning nuclear waste by coordinating the various Site Licence Companies who are specialists in dealing with nuclear waste.
2. What are the NDA's objectives?
To eliminate site hazards and develop waste solutions; ensure the highest standards in safety; security and environmental management; gain full approval from stakeholders and maximise value for money.
3. NDA holds Investors in People status. What does this mean?
This means that it retains and re-trains its staff, encourages students and employees to gain qualifications in Nuclear Energy.
4. What is the value of motivation to an organisation?
If employees are motivated, productivity, efficiency, higher standards of quality, less accidents, higher moral and reduction in costs can benefit a business.
5. List the different motivation theorists mentioned in the case study.
Maslow, Taylor Mayo, McGregor and Herzberg.
6. In what ways could NDA motivate its staff?
Pay, safety; training; recognition; responsibility; promotion; bonuses; fringe benefits.
7. What are the values of NDA when setting out to motivate its employees?
Always acting safely and responsibly; building talent and teams; challenging ourselves and our contractors; confronting problems; delivering what we promise; learning from experience.
8. What is the difference between job enrichment and job enlargement?
Job enrichment is where the employee will be given different types of jobs to do whilst job enlargement is where the employee will have more of the same type of job to do.
9. Why might job enrichment motivate employees?
Different jobs means less boredom and challenge.



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10. SMART objectives have been mentioned in the case study .How might these motivate the staff at NDA?

SMART objectives stand for specific; measured; achievable/ agreed; realistic; time specific. This means that the employee would have been set a task that is achievable and within a specific time. The employee will be happy with the workload and deadline and feel that it is achievable and therefore will work hard to complete the task. Management will be happy with the work complete as will the employees.