Human Resource Management Topic Keeping Employees Motivated. Paper details If you have taken the time to review Herzberg’s work, you may have learned that people accept a job and stay on the job for different motivational reasons. Job satisfaction is achieved through what Herzberg would categorize as motivational factors (personal growth; responsibility; the work itself; opportunities for achievement, advancement, recognition; and/or to make a positive difference) rather than hygiene factors (status, salary, job security, types of supervision, etc.). Using at least three comparison web examples from the industry you used in your “Herzberg’s Two-Factor Theory” discussion post this week, delineate a creative employee benefits plan designed to keep your best employees satisfied and motivated. Remember to include all of the links as well as references from the course text and other sources to support your rationale.