

Employee Motivational System



The employee motivational system consists of financial and non-financial motivation measures and additional benefits that help achieve the best results by enabling every employee to feel valued and important as a member of the MRU community.

The motivational system includes both formal measures established by legislation and informal measures designed to enhance motivation.

Financial Motivation Measures



Measures established in accordance with the organization's approved compensation management system and having a clear financial expression:

- Official salary
- Variable part of remuneration
- One-time bonuses for excellent work

Non-financial motivation measures



Continuous, long-term material incentives designed to meet employees' basic physiological, safety, social, self-esteem, and self-actualization needs.

Additional benefits



Short-term material incentives that complement non-financial motivation measures and are intended to meet employees' higher-level or additional needs beyond the basic ones.

Non-financial motivation measures



I. Working Conditions – Caring for Emotional Well- Being and Physical Health, Encouraging Work-Life Balance

Periodic health check-ups and additional diagnostic tests at the workplace

Contact: daiva.misiunaite@mruni.eu

Free individual consultations with a psychologist on professional and personal matters

Register [here](#). Contact: pks@mruni.eu

Relaxation room for individual rest, relaxation audio recordings, and group activities

More information [here](#). Contact: pks@mruni.eu

Free physical activity sessions, wellness programs, access to sports and gym facilities, participation in sports tournaments and running marathons

More information [here](#). Contact: spc@mruni.eu

Access to Microsoft 365 for work and personal use

Contact: itc-helpdesk@mruni.eu

Temporary accommodation (up to 3 months) in student dormitories in case of natural disasters, fire, or loss of primary housing

Contact: anzelika.veziene@mruni.eu

Children's play corner in the central building library and the possibility to organize work meetings nearby

Contact: biblioteka@mruni.eu

Access to a charging station for electric vehicles in the inner courtyard of MRU

Contact: ukio-pagalba@mruni.eu

Non-financial motivation measures



II. Community Building, Traditions, and Interpersonal Relationships – We create a pleasant social environment and communication culture, encourage traditions, support every employee in difficult times, and value their work and loyalty to the organization.

Events, excursions, and hiking club activities

Follow news in the employee newsletter and on [Facebook](#).

Participation in line dancing, MRU choir, or theater troupe

More information [here](#). Contact: bgc@mruni.eu

One-time payment in case of illness or loss of an employee or family member

Contact: anzelika.veziene@mruni.eu

“Dream Bank” initiative

Annual awards and nominations

E-bowling, Christmas mail, and other activities

MRU-branded gifts

Partner discount offers

Follow the news in the “Supakuota TAU” (Packed for YOU) Newsletter and the MRU app.

Non-financial motivation measures



III. Development and Responsibility – Creating Opportunities to Learn, Improve, and Grow

Opportunity to study at MRU free of charge

Contact: anzelika.veziene@mruni.eu

Competence-building training

Contact: mokymai.darbuotojams@mruni.eu

Professional development internships
in Lithuania and abroad

More information [here](#). Contact: io@mruni.eu

Access to library services and free
download of electronic publications

Contact: biblioteka@mruni.eu