

for overtime as part of a wage scheme is not a reward; but voluntary payment for voluntary overtime, not part of a wage scheme, is a reward. Here is another type of reaction.

Fourth, we have in common usage been covering by this term "reward" certain non-economic satisfactions; what we have been describing by the term non-financial incentives. The individuals of whom I inquired reject these as rewards or compensations. These non-financial satisfactions are a right.

All of this suggests that we should scrutinize our use of the terms "reward" and "incentive." We have been using incentive almost synonymously for reward in a good deal of popular discussion. Would it not be wise to discontinue the use of the words "reward" and "incentive" as synonyms for "compensation" and to continue their use only with special and definite meanings? I have a suspicion that those who are presenting non-financial incentives as substitutes for contractual payments are unintentionally playing a confidence game with the workers. Dr. Bingham properly reminds us that the distinction between financial and non-financial is economic, not psychological. An incentive is a stimulus; a wage is a *quid pro quo* compensation and is one kind of stimulus; a reward is a bestowal and is another kind of stimulus; insurance and accident compensation may be rights and are another kind of stimulus; each has its psychological reactions, according to the prejudices, expectations, assurances, and philosophies of the stimulated, and according to the motives and manners of those with whom origin of the stimulus is identified.