

(i) Funding source

The funding source involves producing improvements (the organisation is successful). For example, it may use the distribution from its productivity performance rewards. The formula will convert these funds into dollar savings for the productivity fund.

The formula also defines the portion of the productivity fund to be distributed to the employees, and the portion to be reinvesting for the organisation.

The formula may also set aside a reserve fund. This fund can be distributed during periods of higher performance, ensuring the employees motivated and engaged during challenging times.

(j) Type and frequency of payment

Compensating should provide incentives to attract the employees' interest & should also focus their behaviour on productivity improvement.

The frequency of payment sets the employees' expectations on when they can receive benefits. With the frequency and the size of the payment determine employees' motivation and clearly defined.

(k) Form of payment

Payments are usually given in cash. Other forms of payment are common, such as deferred cash.

(l) Incentive mechanism

The implementation of a productivity scheme should be carefully monitored. This is to ensure that it is effective and meets the organisational objectives. The primary goals under how to performance is to be tracked, and the roles and responsibilities of those responsible to monitor and manage the scheme.

Other Success Factors

A productivity generating scheme needs to effectively engage employees to improve the organisation's productivity. It should ensure their responsibility for the improvement made.

The success of productivity generating often depends on the organisation's culture and system of doing things. Critical success factors of the scheme should:

1. Participative management
2. Employee/employee participation
3. Robust productivity measurement system

1. Participative management

Participative management facilitates engagement with the employees. It encourages the employees to contribute ideas. It also ensures there is an on-site that supports the organisation.

Managers involve their teams discuss and identify problems that quickly and effectively. They should give guidance to overcome obstacles and provide the necessary resources to implement good ideas.

2. Employee/employee participation

Employee/employee participation is key to the success of a productivity generating scheme. The employees who should have an active interest in the management of the organisation. They should feel comfortable in contributing ideas, sharing skills to provide the necessary support to fully improve productivity.

3. Robust productivity measurement system

A successful productivity generating scheme is based on a strong productivity measurement system. The system should:

- Track measures or activities that are representative of the organisation's productivity performance
- Capture data in a consistent manner at regular intervals
- Provide meaningful solutions for future performance components
- Exclude single rating

Details on how to design a productivity measurement system are found in a Guide to Productivity Measurement, published by ICFPMS Singapore.

Participative Gainsharing

SJ Ball



Participative Gainsharing:

Participatory and Gainsharing Systems George Strauss,1987 **Gainsharing and Power** Denis Collins,2018-10-18

Denis Collins believes that participatory management systems are inevitable in democratic societies because they are ethically superior to authoritarian management systems Managers must begin to share decision making and economic outcomes with their employees if they want to obtain long term efficiency and effectiveness in a competitive business environment Changes in power relationships are bound to occur in the transitional period Collins reports and will challenge the flexibility of management Scanlon Plans were developed in the 1930s as a way to link improvements in productivity to employee wages Popular because of the large amount of employee involvement in their design Scanlon Plans are in place at 260 Fortune 1000 companies as well as many smaller firms To understand the considerable variation in the success of gainsharing plans and participatory management more generally Collins studied six companies that used Scanlon Programs explaining the nuts and bolts of each plan He addresses the concerns of workers managers and unions when they were present highlighting political games employees must address to enhance success Collins then offers a new theory of gainsharing based on conflicts of interest at work *Gainsharing and Goalsharing* Kenneth Mericle,Dong-One Kim,2004-03-30 Gainsharing and goalsharing if carefully designed and administered have great potential as compensation systems that align pay with the broader strategic objectives of the organization To be successful over the long term gainsharing and goalsharing require periodic review and adjustment to changing business conditions and continuing emphasis on mobilizing and involving employees The authors share important insights from recent research including two large scale surveys of their own on factors related to success and failure and they provide highly useful information for anyone seeking to design and implement a gainsharing or goalsharing program including managers human resource professionals and union officers Scanlon Modified Scanlon Rucker Improshare and goalsharing plans are defined as group based contingent compensation schemes that are often combined with an employee involvement component Gainsharing programs have been adopted at an accelerating rate by American corporations in the last decade Approximately 40% of Fortune 1 000 firms reported the use of gainsharing in the 1990s and there is little doubt that more programs exist than ever before According to most evaluations gainsharing and goalsharing are considered to be particularly potent among the various types of recent innovative human resource programs By taking a process based approach that presents a step by step guide to the implementation of gainsharing from design to administration and long term maintenance this book provides readers with practical and hands on advice and guidance on gainsharing and goalsharing *Gainsharing* ,1983 **GAO Documents** United States. General Accounting Office,1986 Catalog of reports decisions and opinions testimonies and speeches **Gainsharing** Brian E. Graham-Moore,Timothy L. Ross,1990 Describes three profit sharing plans designed to improve work attitudes and increase productivity **Productivity Gain Sharing Plus** Paul Carey,2023-06-14 This book is

for consultants internal and external plus senior executives interested in designing and implementing gain sharing plans that work Well designed gain sharing developed through participative means is a glue that binds and integrates teams into a single cohesive whole This book lays out the challenges of using the framework of gain sharing and its mechanisms for unleashing the productive and creative power of a big team in an organisation the organisation can still be a small one where the big team is the sum of all parts of the organisation or even the organisation extended to its suppliers and customers It is often difficult to bring all the teams departments and units together to work as a cohesive whole How to go about tackling this challenge And how to enhance the original philosophy of gain sharing This methodology can make an accomplished addition to your kit of tools The Executive Handbook on Compensation Charles H. Fay,2001 For more than fifty years human resources departments have turned to HayGroup for concrete practical advice on how to structure compensation programs Also the authority behind leading books on compensation HayGroup renders all others obsolete with this publication the new last word on compensation The Executive Handbook on Compensation speaks directly to businesses most important concerns highlighting dramatic changes in the world of business over the past decade changes caused by the globalization of the economy the diversification of the workforce new work habits including flexible time and telecommuting and organizational shifts that require that compensation packages maximize employee employer partnerships like never before The Executive Handbook on Compensation shows managers how to Reward and retain key people Determine affordable appropriate pay scales Evaluate employee expectations and boost morale Develop nontraditional and contingency based compensation Use the latest electronic media to improve the way businesses document evaluate price and plan jobs

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Table of Contents Participative Gainsharing

1. Understanding the eBook Participative Gainsharing
 - The Rise of Digital Reading Participative Gainsharing
 - Advantages of eBooks Over Traditional Books
2. Identifying Participative Gainsharing
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Participative Gainsharing
 - User-Friendly Interface
4. Exploring eBook Recommendations from Participative Gainsharing
 - Personalized Recommendations
 - Participative Gainsharing User Reviews and Ratings
 - Participative Gainsharing and Bestseller Lists
5. Accessing Participative Gainsharing Free and Paid eBooks
 - Participative Gainsharing Public Domain eBooks
 - Participative Gainsharing eBook Subscription Services
 - Participative Gainsharing Budget-Friendly Options
6. Navigating Participative Gainsharing eBook Formats
 - ePub, PDF, MOBI, and More
 - Participative Gainsharing Compatibility with Devices
 - Participative Gainsharing Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Participative Gainsharing
 - Highlighting and Note-Taking Participative Gainsharing
 - Interactive Elements Participative Gainsharing
8. Staying Engaged with Participative Gainsharing

- Joining Online Reading Communities
- Participating in Virtual Book Clubs
- Following Authors and Publishers Participative Gainsharing
- 9. Balancing eBooks and Physical Books Participative Gainsharing
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Participative Gainsharing
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Participative Gainsharing
 - Setting Reading Goals Participative Gainsharing
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Participative Gainsharing
 - Fact-Checking eBook Content of Participative Gainsharing
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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