

GAINSHARING Involvement, Incentives, and Productivity

CARLA S. O'DELL



AMA MANAGEMENT BRIEFING

Gainsharing Involvement Incentives And Productivity

**Brian E. Graham-Moore, Timothy L.
Ross**



Gainsharing Involvement Incentives And 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 s 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

Productivity Gainsharing Brian E. Graham-Moore, Timothy L. Ross, 1983 *The Gainsharing Design Manual* Joseph Boyett, **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 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

Paying for Productivity Alan S. Blinder, 2011-01-01 Will higher pay provide an incentive for better work Can productivity be increased by changing the way workers are compensated In response to the urgent need to improve productivity performance in American industry leading economists examine alternative compensation schemes to assess their efficiency in raising productivity Over the years a number of suggestions have been made for improving labor productivity by changing the manner in which laborers are compensated for their efforts The ideas presented and analyzed in this volume have all been put into practice in modified form or on a small scale in the United States or elsewhere Some are new others quite old David I Levine and Laura D Andrea Tyson consider the effects of employee participation in decisionmaking on firm performance and Martin L Weitzman and Douglas L Kruse discuss the implications of profit sharing and related forms of pay for group performance Michael A Conte and Jan Svejnar analyze employee stock ownership plans in the United States and other forms of worker ownership in Europe Masanore Hashimoto uses a transaction cost perspective to assess Japanese employment and wage systems Daniel J B Mitchell David Lewin and Edward E Lawler III give an overall analysis of traditional and alternative pay systems their history development and current use and recommend further experimentation with alternative compensation plans to ensure more adaptability on the part of U S firms Blinder provides an overview of the findings and conclusions

Gainsharing Carla S. O'Dell, 1981-01-01 Gainsharing, 1983 **Raising Productivity and Real Wages Through Gainsharing** Anita U. Hattiangadi, 1998 **Personal Productivity** John W. Kendrick, J. B. Kendrick, 2016-07-22 The author explores the careers and private lives of the first two African American boxing champions in order to define the history of race relations and the black press at the time The major events and fights are organized around the themes of segregation and the significance to black Americans **Gainsharing** Brian E. Graham-Moore, Timothy L. Ross, 1990 Describes three profit sharing plans designed to improve work attitudes and increase productivity **Incentives, Cooperation, and Risk Sharing** Haig R. Nalbantian, 1987 Under the pressure of growing foreign competition many American firms are entering into incentive contracts with their employees As a result the standard fixed wage system is gradually giving way to a more diversified system of remuneration in which a significant portion of employee income is based upon some measure of the firm's performance In this volume a group of economists industrial psychologists and business and labor professionals examine the merits of alternative forms of remuneration The contributors explore such issues as profit sharing productivity sharing bonus systems and employee stock ownership *Incentive Awards Notes*, 1985 **H.R. 2710**,

the Rewarding Performance in Compensation Act United States. Congress. House. Committee on Education and the Workforce. Subcommittee on Workforce Protections,1998 American Business, a Two-minute Warning Charles Jackson Grayson,Carla S. O'Dell,1988 In less than two decades about two minutes in world history time Japan will succeed the U S as the world s economic leader bringing Americans a lower standard of living greater inflation and unemployment Grayson and O Dell submit ten changes managers must make to survive global competition **Investing in People** United States. Department of Labor. Commission on Workforce Quality and Labor Market Efficiency,1989 *Managing Quality and Productivity in Aerospace and Defense* ,1989 **CLASSIC PRODUCTIVITY SYSTEMS for the assembly manufacturer or distribution center.** JD Gray Associates,Jd Gray Associates,2011-06 CLASSIC PRODUCTIVITY SYSTEMS for the Assembly Manufacturer or Distribution Center REV A Contains our generic industrial engineering proposals should your company seek outside expertise in your improvement effort **Incentive Programs to Improve Transit Employee Performance** Ronald J. Hartman,Transit Cooperative Research Program,National Research Council (U.S.). Transportation Research Board,1994 Pay for Performance National Research Council,Division of Behavioral and Social Sciences and Education,Commission on Behavioral and Social Sciences and Education,Committee on Performance Appraisal for Merit Pay,Anne S. Mavor,Renae F. Broderick,1991-02-01 Pay for performance has become a buzzword for the 1990s as U S organizations seek ways to boost employee productivity The new emphasis on performance appraisal and merit pay calls for a thorough examination of their effectiveness Pay for Performance is the best resource to date on the issues of whether these concepts work and how they can be applied most effectively in the workplace This important book looks at performance appraisal and pay practices in the private sector and describes whether and how private industry experience is relevant to federal pay reform It focuses on the needs of the federal government exploring how the federal pay system evolved available evidence on federal employee attitudes toward their work their pay and their reputation with the public and the complicating and pervasive factor of politics

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