

Gainsharing vs. Profit Sharing

Gainsharing

- Based on operational performance
- Paid more frequently than annually
- Focused on the internal efficiency of the organization
- Links employee performance to savings which result in payouts

Employee share

Profit Sharing

- Based on year-end profit
- Paid annually or on retirement
- Focused on the external effectiveness of the organization
- Links financial success of the business to payouts

Employee share

Gain Sharing

Michael Armstrong



Gain Sharing:

Report on "gain-sharing" and Certain Other Systems of Bonus on Production Great Britain. Board of Trade, David Frederick Schloss, 1895 *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

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

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 **Report by Mr. D. F. Schloss on Profit-sharing** Great Britain. Board of Trade,1894

Organizational Psychology Steve M. Jex,2002-11-08 A comprehensive treatment of the science and practice of organizational psychology Following a scientist practitioner model Organizational Psychology explores the practical implications of the current research in the field expertly integrating multicultural and international issues Beginning with a foundation of research methodology author Steve Jex examines the behavior of individuals in organizational settings Drawing on his experiences as a consultant and educator he uses actual cases to illustrate workplace issues offering balanced coverage of such key topics as occupational stress motivation and corporate culture Also presented is unique information on research methods and the use of statistics in understanding organizations With an emphasis on applying theory and research in practice Jex explores the mechanisms that organizations use to influence employees behavior addressing the major motivation theories in organizational psychology Readers will discover how psychological models can be used to improve employee morale productivity and quality of service The focus then shifts from the individual to the group level an important distinction given the increased reliance on teams in many organizations Jex identifies the factors that have the greatest impact on group effectiveness and examines the dynamics underlying intergroup behavior Finally he moves to the organization macro level revealing a variety of ways in which organizations engage in planned change with the assistance of behavioral science knowledge *South African Human Resource Management* Ben Swanepoel,2003 South African Human Resource Management focuses on the knowledge and skills that managers at all levels need The authors integrate contemporary international research and implementation with a South African perspective **Handbook of**

Organizational Consultation, Second Editon Robert Golembiewski,2019-02-21 The second edition of the Handbook of Organizational Consultation includes more than 35 additional chapters and an expanded list of international contributors It addresses all aspects of organizational consulting including normative empirical and political topics and offers a broad view of consultation diagnoses problem centers and interventions Perspectives on Political Science said this book is a reference guide training handbook and practitioner s tool that stand s alone as a comprehensive source of information and guidance on the consultancy enterprise a careful reading of this book will be a profitable endeavor for both consulting practitioners and their clients *Management and Leadership for Nurse Administrators* Linda Roussel,Richard J. Swansburg,Russell C. Swansburg,2006 Designed for the management and development of professional nurses this text provides management

concepts and theories giving professional administrators theoretical and practical knowledge enabling them to maintain morale motivation and productivity Organized around the four management functions of Planning Organizing Leadership and Evaluation it includes new chapters on total quality management the theory of human resource development and collective bargaining Additionally content has been added to include recommendations from the work of the Institute of Medicine and the Magnet Appraisal process *How to Design & Implement a Results-oriented Variable Pay System* John G. Belcher,1996

Variable pay systems are widely used as alternatives to traditional compensation programs Now a recognized expert offers a timely examination of variable pay basics the latest trends and creative options Readers will discover how to gain a competitive advantage through variable pay plans create or redesign a system to meet an organization s particular needs evaluate traditional plans versus the three types of variable pay plans organize and prepare a launch team implement a complete 19 step process The guide s practical slant is enhanced by numerous formulas examples and graphs that demonstrate how variable pay can yield impressive gains in productivity *Employee Reward* Michael Armstrong,2002

Revised and rewritten to take account of the new academic standards that will be taught from September 2002 this text examines the many forces influencing decisions about pay market forces economics corporate culture and strategy to name a few It provides clear guidance on all remuneration issues including job evaluation grading structures performance management profit related pay benefits and reward for particular groups By starting from first principles and adopting an integrated approach *Employee Reward* provides a definitive overview of the whole process **Profit-sharing and Co-partnership Abroad** Great Britain. Board of Trade,1914 **Profit-sharing and Labour Co-partnership** Great Britain. Ministry of Labour and National Service,1920 **The Payment of Wages and Profit-sharing** Robert Niven Gilchrist,1924

Report on Profit-sharing and Labour Co-partnership in the United Kingdom, Presented to Parliament by Command of His Majesty ,1920 *Profit-sharing and Co-partnership* Great Britain. Board of Trade,1912 **Report by D[avid] F[rederick] Schloss on Profit-sharing** David Frederick Schloß,1894 *Report on Profit-sharing and Labour Co-partnership in the United Kingdom* Great Britain. Board of Trade,1912 **Introduction to Management and Leadership for Nurse Managers** Russell C. Swansburg,Richard J. Swansburg,2002 Leadership Management Finance

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