

Rather than relying solely on incentives and performance bonuses, organisations should focus on creating a supportive work environment that fosters intrinsic motivation and a sense of purpose.

Performance Based Pay: **The Illusion of Motivation**



Vinod Sidwalk



Can you believe that Silicon Valley Bank employees received bonuses hours before government takeover as reported by CNBC? To understand the significance of this event, it is important to first understand the context in which it occurred. SVB is a prominent player in the tech industry, providing banking services to many startups and technology companies. Considering the current fall out, SVB is under the control of regulators in the US. (Recent news is that HSBC acquires SVB). However, just hours before the takeover were announced, SVB issued bonuses to its employees. This move has been criticized as being ethically questionable, as it suggests that the bank's priorities were not focused on its clients or shareholders, but rather on its own employees. It also means that executives thought that performance targets were achieved in 2023. How is it possible that a bank is on the verge of closure and employees get a bonus? The performance bonus system itself is questionable.

There are past examples of global companies, where performance bonus and incentives spoiled the mind of executives. Somebody may think that the performance pays may not have a major impact on the fall out of those joints but it is a butterfly effect (<https://www.vinodsidwalk.com/2023/03/butterfly-effect-small-actions-have.html>) which had bigger consequences on the economy.

Why Performance-Based Pay is a Flawed Concept

As a C&B expert, I have conceptualized, designed, and executed variable pay and incentive plans. However, I have not seen any employee happy about it. The first few months, when employees get bonus and incentives, they are fully motivated but subsequently, they start complaining about targets and pressure. If they do not get incentives, they attribute their failure to the external factors. There are lot of case studies where the performance-based pay has created issues. Let us see one by one. Wise people can claim that the real issues were different, but I have some research based on the references available in public platform.

Enron, a former energy company in the United States, was once a leading company in its industry. However, it was later revealed that the

company's executives had engaged in unethical practices, including accounting fraud, to inflate the company's earnings and stock prices. One of the ways Enron tried to motivate its employees was through a complex performance review system that rewarded employees based on their performance. However, this system was also manipulated by the executives to reward employees who supported their unethical practices, leading to a culture of corruption and deceit. Thus, despite the presence of incentives and performance bonuses, the employees' motivation was negatively impacted.

Satyam Computers was once one of India's leading IT companies. However, in 2009, it was revealed that the company's founder and chairman had committed massive accounting fraud, overstating the company's earnings and assets. One of the factors that contributed to this fraud was the company's incentive and bonus system, which rewarded employees based on their performance metrics. The employees who were responsible for financial reporting were under pressure to meet their targets and manipulate the company's financial statements to show better performance, which ultimately led to the downfall of the company.

The Indian banking sector has an aggression in the market. Employees are pushed to achieve targets and performing employees are paid high incentives. The banking sector has also faced challenges

Performance Research On Illusion

**Mufti Mahmud, Maryam
Doborjeh, Kevin Wong, Andrew Chi Sing
Leung, Zohreh Doborjeh, M. Tanveer**

Performance Research On Illusion:

Performance Research ,1996

The Arden Research Handbook of Shakespeare and Contemporary Performance

Peter Kirwan,Kathryn Prince,2021-03-25 The Arden Research Handbook of Shakespeare and Contemporary Performance is a wide ranging authoritative guide to research on Shakespeare and performance studies by an international team of leading scholars It contains chapters on the key methods and questions surrounding the performance event the audience and the archive the primary sources on which performance studies draws It identifies the recurring trends and fruitful lines of inquiry that are generating the most urgent work in the field but also contextualises these within the histories and methods on which researchers build A central section of research focused essays offers case studies of present areas of enquiry from new approaches to space bodies and language to work on the technologies of remediation and original practices from consideration of fandoms and the cultural capital invested in Shakespeare and his contemporaries to political and ethical interventions in performance practice A distinctive feature of the volume is a curated section focusing on practitioners in which leading directors writers actors producers and other theatre professionals comment on Shakespeare in performance and what they see as the key areas challenges and provocations for researchers to explore In addition the Handbook contains various sections that provide non specialists with practical help an A Z of key terms and concepts a guide to research methods and problems a chronology of major publications and events an introduction to resources for study of the field and a substantial annotated bibliography The Arden Research Handbook of Shakespeare and Contemporary Performance is a reference work aimed at advanced undergraduate and graduate students as well as scholars and libraries a guide to beginning or developing research in the field and an essential companion for all those interested in Shakespeare and performance

Human Performance Research an Overview ,

The Psychology of Closed Self-Paced Motor Tasks in Sports Ronnie Lidor,Gal Ziv,2022-06-01 In practice settings competitions and games athletes are often required to perform an arsenal of motor tasks in dynamic and challenged sporting environments where they have to respond without having enough time to prepare themselves for the act However in many sport activities athletes also perform closed self paced motor tasks tasks that take place in a relatively stable and predictable environment where there is adequate time to prepare for their execution Among these tasks are free throw shots in basketball putting in golf serving in tennis and bowling In these tasks performers are able to plan their actions in advance They can activate a plan a strategy a protocol or a procedure what we term a ritual behavior Effective rituals are usually achieved with a high degree of consistency That is either deliberately or subconsciously they become an integral part of the act itself The Psychology of Closed Self Paced Motor Tasks in Sports explores those plans procedures protocols strategies and techniques that aim at facilitating the performance and learning of closed self paced motor tasks Included in the instructional psychological routines discussed in this book are pre performance routines focusing attention motor imagery enhanced expectancies autonomy support gaze strategies self talk and

periodization The routines discussed in the book are evidence based Based on updated reviews of laboratory and field inquiries on the discussed instructional psychological routines practical implications are given for those professionals who teach closed self paced motor tasks including coaches instructors and sport psychology consultants

Cognitive Illusions
Rüdiger F Pohl, 2022-03-03 Cognitive Illusions explores a wide range of fascinating psychological effects in the way we think judge and remember in our everyday lives In this volume Rüdiger F Pohl brings together leading international researchers to define what cognitive illusions are and discuss their theoretical status are such illusions proof of a faulty human information processing system or do they only represent by products of otherwise adaptive cognitive mechanisms The book describes and discusses 26 different cognitive illusions with each chapter giving a profound overview of the respective empirical research including potential explanations individual differences and relevant applied perspectives This edition has been thoroughly updated throughout featuring new chapters on negativity bias metacognition and how we respond to fake news along with detailed descriptions of experiments that can be used as classroom demonstration in every chapter Demonstrating just how diverse cognitive illusions can be it is a must read for all students and researchers of cognitive illusions specifically those focusing on thinking reasoning decision making and memory

Theory for Performance Studies Philip Auslander, 2008
Theory for Performance Studies A Student's Guide is a clear and concise handbook to the key connections between performance studies and critical theory since the 1960s Philip Auslander looks at the way the concept of performance has been engaged across a number of disciplines Beginning with four foundational figures Freud Marx Nietzsche and Saussure Auslander goes on to provide guided introductions to the major theoretical thinkers of the past century from Althusser to Žižek Each entry offers biographical theoretical and bibliographical information along with a discussion of each figure's relevance to theatre and performance studies and suggestions for future research Brisk thoughtful and engaging this is an essential first volume for anyone at work in theatre and performance studies today Adapted from Theory for Religious Studies by William E Deal and Timothy K Beal

Research Methods in Theatre and Performance Baz Kershaw, 2011-04-18
How have theatre and performance research methods and methodologies engaged the expanding diversity of performing arts practices How can students best combine performance theatre research approaches in their projects This book's 29 contributors provide

Design, User Experience, and Usability Martin Schrepp, 2025-05-27 This six volume set LNCS 15794 15799 constitutes the refereed proceedings of the 14th International Conference on Design User Experience and Usability DUXU 2025 held as part of the 27th International Conference on Human Computer Interaction HCII 2025 in Gothenburg Sweden during June 22-27 2025 The total of 1430 papers and 355 posters included in the HCII 2025 proceedings was carefully reviewed and selected from 7972 submissions The six volumes cover the following topics Part I Information design and visualization emotional interaction and persuasive design and interactive systems and user behavior Part II UX design and evaluation methodologies inclusive design and accessible experiences and product and industrial design Part III Design

and the digital transmission of culture design for arts and creativity and designing for health and therapeutic experiences
Part IV Consumer experience and service design design and evaluation of technology enhanced learning and UX in automotive and transportation Part V Design education and professional practice and human centered design and interactive experiences Part VI AI and the future of UX design and UX in AI and emerging technologies **The Performance Studies Reader** Henry Bial,2004 The Performance Studies Reader is a lively and much needed anthology of critical writings on the burgeoning discipline of performance studies It provides an overview of the full range of performance theory for undergraduates at all levels and beginning graduate students in performance studies theatre performing arts and cultural studies The collection is designed as a companion to Richard Schechner s popular Performance Studies an Introduction Routledge 2002 but is also ideal as a stand alone text Henry Bial collects together key critical pieces from the field referred to as suggested readings in Performance Studies an Introduction He also broadens the discussion with additional selections The structure and themes of the Reader closely follow those of Schechner s companion textbook The articles in each section focus particularly on three primary areas in performance studies theatre anthropology and sociology cultural studies **U.S. Government Research Reports** ,1964 Enhancing Performance for Action and Perception ,2011-08-23 Based on the result of a symposium held at the Universite de Montreal May 2010 Performance Studies Richard Schechner,2012-12-06 In this second edition the author opens with a discussion of important developments in the discipline His closing chapter Global and Intercultural Performance is completely rewritten in light of the post 9 11 world Fully revised chapters with new examples biographies and source material provide a lively easily accessible overview of the full range of performance for undergraduates at all levels in performance studies theatre performing arts and cultural studies Among the topics discussed are the performing arts and popular entertainments rituals play and games as well as the performances of everyday life Supporting examples and ideas are drawn from the social sciences performing arts post structuralism ritual theory ethology philosophy and aesthetics User friendly with a special text design Performance Studies An Introduction also includes the following features numerous extracts from primary sources giving alternative voices and viewpoints biographies of key thinkers student activities to stimulate fieldwork classroom exercises and discussion key reading lists for each chapter twenty line drawings and 202 photographs drawn from private and public collections around the world **Techniques of Illusion** Katharina Rein,2023-05-03 This book explores stage conjuring during its golden age from about 1860 to 1910 This study provides close readings highlighting four paradigmatic illusions of the time that stand in for different kinds of illusions typical of stage magic in the golden age and analyses them within their cultural and media historical context Pepper s Ghost the archetypical mirror illusion The Vanishing Lady staging a teleportation in a time of a dizzying acceleration of transport the levitation simulating weightlessness with the help of an extended steel machinery and The Second Sight a mind reading illusion using up to date communication technologies These close readings are completed by writings focusing on visual

media and expanding the scope backwards and forwards in time roughly to 1800 and to 2000 This exploration will be of great interest to students and scholars in theatre and performance studies

The Oxford Compendium of Visual Illusions

Arthur Gilman Shapiro,Dejan Todorović,2017 Visual illusions are compelling phenomena that draw attention to the brain's capacity to construct our perceptual world The Compendium is a collection of over 100 chapters on visual illusions written by the illusion creators or by vision scientists who have investigated mechanisms underlying the phenomena

Restoring the Human Context to Literary and Performance Studies Howard Mancing,Jennifer Marston William,2022-01-28 Restoring the Human Context to Literary and Performance Studies argues that much of contemporary literary theory is still predicated at least implicitly on outdated linguistic and psychological models such as post structuralism psychoanalysis and behaviorism which significantly contradict current dominant scientific views By contrast this monograph promotes an alternative paradigm for literary studies namely Contextualism and in so doing highlights the similarities and differences among the sometimes conflicting contemporary cognitive approaches to literature and performance arguing not in favor of one over the other but for Contextualism as their common ground

The SAGE Handbook of Performance Studies D. Soyini

Madison,Judith Hamera,2006 Publisher description

Monthly Catalog of United States Government Publications,

Cumulative Index United States. Superintendent of Documents,1980

Fifth Survey of Educational Research, 1988-92:

Abstracts ,1997

Neural Information Processing Mufti Mahmud,Maryam Doborjeh,Kevin Wong,Andrew Chi Sing

Leung,Zohreh Doborjeh,M. Tanveer,2025-08-21 The sixteen volume set CCIS 2282 2297 constitutes the refereed proceedings of the 31st International Conference on Neural Information Processing ICONIP 2024 held in Auckland New Zealand in December 2024 The 472 regular papers presented in this proceedings set were carefully reviewed and selected from 1301 submissions These papers primarily focus on the following areas Theory and algorithms Cognitive neurosciences Human centered computing and Applications

Power Quality and Industrial Performance Dennis Sitsofe Anyomi,2015-01-01

Quality electricity supply propels industrial growth and boosts economic development Quality electricity supply goes beyond mere availability of electricity as it is commonly believe to be This book examines the various elements of quality electricity supply The book also discussed industrial performance as a whole and identified four 4 key performance indicators that industries measure It then considered the impact that electricity has on industries and their performance citing cases of Africa America Europe Middle East and Asia It then identified six general areas that quality electricity supply could impact in any industry

Performance Research On Illusion: Bestsellers in 2023 The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous engrossing novels enthralling the hearts of readers worldwide. Lets delve into the realm of top-selling books, exploring the fascinating narratives that have captivated audiences this year. The Must-Read : Colleen Hoovers "It Ends with Us" This heartfelt tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover expertly weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can triumph. Uncover the Best : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This captivating historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids absorbing storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Performance Research On Illusion : Delia Owens "Where the Crawdads Sing" This evocative coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens crafts a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting. These top-selling novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of captivating stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a masterful and thrilling novel that will keep you wondering until the very end. The novel is a warning tale about the dangers of obsession and the power of evil.

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