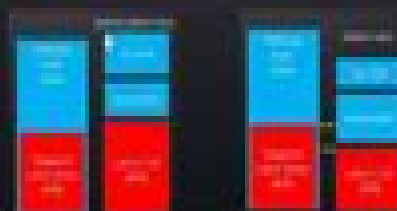


Discussion : How Does Productivity Gainsharing Differs from Profit Sharing?

Gain Sharing Plan	Profit Sharing Plan
Agreement between employer and employees (often union) that gain will be shared	Agreement between employer and employees to share gain if it exists and distribution is at employer's discretion
Focus is performance/productivity. Culture of employee engagement - team work	Focus is profits. Defining profits, calculated as E-B (expenses less expenses)
Performance measurement system. Distribution structure is formula for gain sharing	Formula structure - sets of ratios (percentage bonus, distribution ratios)
Gain and other inputs is clear	Formula structure
Group incentive formula, used for adjustment and improvement	Adjustment to adjustment
Gain sharing is performance driven reward is immediate	Setting between the two and the monthly gain
Gain sharing is performance driven reward is immediate	Gain sharing is performance driven reward
Gain sharing is performance driven reward is immediate	Gain sharing is performance driven reward

MECHANISM OF GAIN SHARING

- GAIN SHARING** : Share gains (profit-loss) based on labor share
- Increased productivity (output) share share
- Lower : Profit sharing (or loss) share



**WORKSHOP ON SERVICE QUALITY
AND PRODUCTIVITY GAINSHARING**

Prosuctivity Gainsharing

Eileen Appelbaum, Rosemary Batt



Prosuctivity Gainsharing:

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 **The Gainsharing Design Manual** Joseph Boyett, **Decisions of the Federal Labor Relations Authority** United States. Federal Labor Relations Authority,1991 **Gainsharing** Brian E. Graham-Moore,Timothy L. Ross,1990 Describes three profit sharing plans designed to improve work attitudes and increase productivity *FY ... Guide to Training Courses* ,1988 Personnel Literature United States. Office of Personnel Management. Library,1987 Regulatory Program of the United States Government United States. Office of Management and Budget,1988 **The New American Workplace** Eileen Appelbaum,Rosemary Batt,2018-08-06 Despite formidable obstacles a small but growing number of U S companies recognize that today s domestic and international markets require them to transform their production process On the basis of more than ten years of survey data and the evidence of case studies Eileen Appelbaum and Rosemary Batt analyze the experiences of these companies Their findings reveal two distinct and coherent models of the new American workplace One is an American version of team production which combines the principles of sociotechnical systems with those of quality engineering and which decentralizes the management of work flow and decision making The other is an American version of lean production which relies more heavily on managerial and technical expertise and on centralized coordination and decision making The authors explain the organizational models from which high performance firms in the United States have borrowed and outline the policies required to promote more widespread workplace change They contend that U S firms can in fact compete successfully while providing their workers

with increased job security livable wages and enhanced job satisfaction Certain to appeal to both union and business leaders this volume also offers crucial insights to policy makers and to scholars of the new American workplace **Quality**

Improvement in the United States United States. Congress. House. Committee on Science, Space, and Technology.

Subcommittee on Science, Research, and Technology,1990 Labor-management Cooperation Brief ,1984 Encyclopedia

of Development Methods Andrzej Huczynski,2018-05-08 This title was first published in 2001 This title was first published in

2001 The core of this thoroughly revised book is a directory of more than 700 methods Each entry typically comprises an explanation a bibliography and cross references Other features include a review of different approaches to classifying the methods and two valuable appendices the first is to help practitioners analyse their methods the second providing details of relevant books journals and other information sources Management Reform DIANE Publishing Company,1995-04

Monitors the implementation of the recommendations contained in the NPR1s Sept 7 1993 report Charts and tables

Management Reform United States. General Accounting Office,1994 *Federal Register* ,1987-07-17 *The 1979 economic report of the President* United States. Congress. Joint Economic Committee,1979 **Personnel Research**

Highlights ,1991 **Announcing FY '88 Courses in Administration, Clerical and Secretarial Skills,**

Communications, Management Analysis, Program and Information Analysis Washington Area Service Center (U.S.).

Washington Training and Development Services,1987 **Investing in People** United States. Department of Labor.

Commission on Workforce Quality and Labor Market Efficiency,1989 **What Do Unions Do?** Thomas S.

Barrows,2017-09-08 One of the best known and most quoted books ever written on labor unions is What Do Unions Do by Richard Freeman and James Medoff Published in 1984 the book proved to be a landmark because it provided the most comprehensive and statistically sophisticated empirical portrait of the economic and socio political effects of unions and a provocative conclusion that unions are on balance beneficial for the economy and society The present volume represents a twentieth anniversary retrospective and evaluation of What Do Unions Do The objectives are threefold to evaluate and critique the theory evidence and conclusions of Freeman and Medoff to provide a comprehensive update of the theoretical and empirical literature on unions since the publication of their book and to offer a balanced assessment and critique of the effects of unions on the economy and society Toward this end internationally recognized representatives of labor and management cover the gamut of subjects related to unions Topics covered include the economic theory of unions the history of economic thought on unions the effect of unions on wages benefits capital investment productivity income inequality dispute resolution and job satisfaction the performance of unions in an international perspective the reasons for the decline of unions and the future of unions The volume concludes with a chapter by Richard Freeman in which he assesses the arguments and evidence presented in the other chapters and presents his evaluation of how What Do Unions Do stands up in the light of twenty years of additional experience and research This highly readable volume is a state of the art survey by

internationally recognized experts on the effects and future of labor unions It will be the benchmark for years to come

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