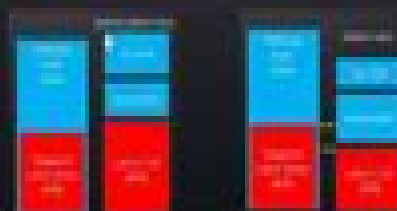


## Discussion : How Does Productivity Gainsharing Differs from Profit Sharing?

Gain Sharing Plan	Profit Sharing Plan
Agreement between employer and employees (often per 12 months or shorter)	Agreement between employer and employees is for one year or longer and is usually tied to profits to be distributed
Focus is performance/productivity. Culture of customer engagement – focus on performance. Productivity/costs. Distribution of gains is based on gain sharing.	Focus is profits. Sharing profits. Motivation is to increase productivity. Focus on productivity. Distribution of gains is based on profits.
Focus on other aspects is less.	Focus on other aspects is more.
Group incentive structure, used as short-term and long-term.	Individual incentive structure.
Group incentive is performance. Group reward is calculated.	Individual incentive is calculated.
Group incentive is calculated on the basis of productivity.	Individual incentive is calculated on the basis of profits.
Group incentive is calculated on the basis of productivity.	Individual incentive is calculated on the basis of profits.

## MECHANISM OF GAIN SHARING

- GAIN SHARING** : Share gains (profit-cost) based on labor cost
- Increased productivity (cost share)
- Costs : Profit sharing (cost share)



**WORKSHOP ON SERVICE QUALITY  
AND PRODUCTIVITY GAINSHARING**

# Prosuctivity Gainsharing

**Cyndi Laurin, Craig Morningstar**



## Productivity 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 *The Gainsharing Design Manual* Joseph Boyett, **Gainsharing**, 1983 **Decisions of the Federal Labor Relations Authority** United States. Federal Labor Relations Authority, 1991 **Reinventing Human Resource Management** National Performance Review (U.S.), 1994 *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, 1985 *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      **Gainsharing** Brian E. Graham-Moore, Timothy L. Ross, 1990 Describes three profit sharing plans designed to improve work attitudes and increase productivity      **The Rudolph Factor** Cyndi Laurin, Craig Morningstar, 2009-05-27 The bestselling author of *Catch* shares the innovation secrets that helped Boeing turn itself around from the brink of collapse The Rudolph Factor tells the story of Boeing's spectacular turnaround through a discussion of principles and qualities that are transferable and replicable to any size or type of organization in any industry Authors Cyndi Laurin and Craig Morningstar use the story of Rudolph the Red Nosed Reindeer as an analogy to explore a corporate culture that managed to avoid disaster through progressive leadership a highly participatory team based culture the development of an organizational constitution and an alternative aligned employee rewards structure Using real world lessons from Boeing's inspiring story The Rudolph Factor shows companies how to nurture a culture centered around their Rudolphs those out of the box creative employees who can serve as shining lights to lead organizations in accomplishing their goals Applicable to anyone who runs a business of any size this book shows readers how to find nurture and leverage the creativity of its employees to achieve a long term competitive advantage      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      Hearings on National Defense Authorization Act for Fiscal Year 1991--H.R. 4739 and Oversight of Previously Authorized Programs Before the Committee on Armed Services, House of Representatives, One Hundred First Congress, Second Session United States. Congress. House. Committee on Armed Services. Readiness Subcommittee, 1991      **Management Reform** DIANE Publishing Company, 1995-04 Monitors the implementation of the recommendations contained in the NPR1's 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

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## **Table of Contents Prosuctivity Gainsharing**

1. Understanding the eBook Prosuctivity Gainsharing
  - The Rise of Digital Reading Prosuctivity Gainsharing
  - Advantages of eBooks Over Traditional Books
2. Identifying Prosuctivity 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 Prosuctivity Gainsharing
  - User-Friendly Interface
4. Exploring eBook Recommendations from Prosuctivity Gainsharing
  - Personalized Recommendations
  - Prosuctivity Gainsharing User Reviews and Ratings
  - Prosuctivity Gainsharing and Bestseller Lists
5. Accessing Prosuctivity Gainsharing Free and Paid eBooks
  - Prosuctivity Gainsharing Public Domain eBooks
  - Prosuctivity Gainsharing eBook Subscription Services
  - Prosuctivity Gainsharing Budget-Friendly Options
6. Navigating Prosuctivity Gainsharing eBook Formats

- ePub, PDF, MOBI, and More
- Prosuctivity Gainsharing Compatibility with Devices
- Prosuctivity Gainsharing Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Prosuctivity Gainsharing
  - Highlighting and Note-Taking Prosuctivity Gainsharing
  - Interactive Elements Prosuctivity Gainsharing
- 8. Staying Engaged with Prosuctivity Gainsharing
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Prosuctivity Gainsharing
- 9. Balancing eBooks and Physical Books Prosuctivity Gainsharing
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Prosuctivity Gainsharing
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine Prosuctivity Gainsharing
  - Setting Reading Goals Prosuctivity Gainsharing
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Prosuctivity Gainsharing
  - Fact-Checking eBook Content of Prosuctivity 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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