

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

Prosuctivity Gainsharing

J Dewey



Prosuctivity Gainsharing:

Productivity Improvement E. Dar-El,1986 **Productivity Gainsharing** Brian E. Graham-Moore,Timothy L. Ross,1983

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 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, **Sharing the**

Gains of Productivity Brian E. Graham-Moore,1982 *Gain Sharing Programs in the Transit Industry* K. Dow Scott,1987

Profit Sharing Douglas Kruse,1993 *Preparatory Conference on Private Sector Initiatives Panel* ,1983

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