

Responsibilities to Employees

What is incentive plans?
TheCaseSolutions.com

The diagram illustrates the concept of incentive plans. It shows a central box labeled 'What is incentive plans?' with a sub-link to 'TheCaseSolutions.com'. Below this, there are two smaller boxes connected by a double-headed arrow, representing the interaction between the incentive plan and the employee's response.

Why rewards don't work

Why do performance scores & high rates of absenteeism or turnover?

A horizontal sequence of seven circular icons, each containing a different workplace-related image or symbol, such as a person at a computer, a document, a person in a hard hat, and a person at a desk. A red arrow points from the text above to the middle of this sequence.

WHY REWARDS CAN NOT WORK?

The vast majority of U.S. corporation use some sort of program intended to motivate employees by tying compensation to one strike of performance or another. But more striking is the rarely examined belief that people will do a better job if they have been promised some sort of incentive.

A large blue circle contains the text 'WHY REWARDS CAN NOT WORK?'. Inside the circle, there is a smaller circle with an icon of a person at a computer, and a red arrow points from the text to this icon.

TEMPORARY COMPLIANCE

TEMPORARY COMPLIANCE

Two overlapping circles, each containing text. A central figure of a person is positioned between the circles. Green arrows point from the text in the circles towards the central figure.

WHY REWARDS FAIL

A central diagram titled 'WHY REWARDS FAIL' with two red arrows pointing down to a box of text. Below this, there are six circular icons, each containing a numbered point:

- 1) PAY IS NOT MOTIVATOR
- 2) REWARDS PUNISH
- 3) REWARDS UNDERMINE INTEREST
- 4) REWARDS IGNORE REASONS
- 5) REWARDS RUPTURE RELATIONSHIPS
- 6) REWARDS DISCOURAGE RISK-TAKING

DANGEROUS ASSUMPTIONS

A rectangular box containing text is connected by a red arrow to a circular icon containing an image of a person's hands.

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Why rewards don't work

A flowchart titled 'Why rewards don't work'. It starts with a box 'Pay for performance creates a high value for your organization (but is it really?)'. An arrow points down to a horizontal sequence of six circular icons, each containing a different aspect of the reward system, such as 'Performance', 'Incentive', 'Motivation', 'Expectations', 'Fairness', and 'Results'.

WHY REWARDS CAN NOT WORK?

The vast majority of U.S. corporation use some sort of program intended to motivate employees by tying compensation to one index of performance or another. But more striking is the rarely examined belief that people will do a better job if they have been promised some sort of incentive.

A large circular graphic containing a quote. The quote states that most U.S. corporations use programs to tie compensation to performance, but it highlights the 'rarely examined belief' that people will perform better if promised an incentive. A red arrow points from the quote to a small circular icon at the bottom.

TEMPORARY COMPLIANCE

TEMPERARY COMPLIANCE

The diagram compares 'TEMPORARY COMPLIANCE' and 'PERMANENT COMPLIANCE'. On the left, 'TEMPORARY COMPLIANCE' is shown with a Venn diagram of two overlapping circles and a person running. On the right, 'PERMANENT COMPLIANCE' is shown with a Venn diagram of two overlapping circles and a person standing. Arrows indicate the transition from temporary to permanent compliance.

WHY REWARDS FAIL

A central diagram titled 'WHY REWARDS FAIL' with two red arrows pointing down to a list of reasons. The reasons are:

- 1) PAY IS NOT MOTIVATOR
- 2) REWARDS PUNISH
- 3) REWARDS DISCOURAGE RISK-TAKING
- 4) REWARDS UNDERMINE INTEREST
- 5) REWARDS RUPTURE RELATIONSHIPS
- 6) REWARDS IGNORE REASONS

 Each reason is accompanied by a small circular icon or graphic.

DANGEROUS ASSUMPTIONS

A diagram titled 'DANGEROUS ASSUMPTIONS'. It features a large rectangular box on the left containing text about the common assumption that rewards are effective. A red arrow points from this box to a circular icon on the right that shows a person's face, representing the human element of the assumption.

What is incentive plans?

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•Incentive plans are used to succeed, an organization must attract and retain productive employees

•Businesses are establishing competitive incentive plans to accomplish their objectives.

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Incentive plans ;

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BUT ;

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Incentive plans ;

- Encourage company loyalty
- Attract potential employees
- If you want to build a committed, collaborative, and creative workforce, you have to pay employees for excellence

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