Olympia Machine Company, Inc



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Compensation to sales problems

- Territories
- Workforce Difference
- Lack of incentives
- Vague guidelines



Strengths

- Long business history
- Unique
- Large market control/hold
- Employees/salespeople loyalty
- Free philosophy control in different territory
- Employees' working knowledge
- Good employee relations

Weaknesses

- Dissatisfaction other department
- Sale contest/no teamwork
- Mainly depend on salespeople
- Low working passion
- High fixed-selling expenses
- Subjectivity of salary plan
- Straight salary plan limitation



Opportunities

- Design new salary plan

Threats

- Territory potential limitation
- Slow market growth

