

Pay for Performance

Evaluating Performance Appraisal and Merit Pay

George T. Milkovich and Alexandra K. Wigdor, Editors,
with Renee F. Broderick and Anne S. Mavor

Committee on Performance Appraisal for Merit Pay
Commission on Behavioral and Social Sciences and Education
National Research Council

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Renae F Broderick

Bruce E. Kaufman, Morris M. Kleiner



Renae F Broderick :

Issues in Civilian Outplacement Strategies National Research Council, Division of Behavioral and Social Sciences and Education, Commission on Behavioral and Social Sciences and Education, 1996-09-08 In the past six years planned downsizing has reduced the civilian work force of the U S Department of Defense from over 1 million to just under 850 000 By 2001 approximately 119 000 more civilian jobs will be eliminated The reemployment picture for civilians is not strong and the economic impact of base closings will also be felt by the surrounding communities This book presents creative ideas for civilian outplacement based on or suggested by private sector experiences It discusses a number of issues that the Department of Defense must consider in its outplacement efforts including organizational planning for effective outplacement services whether or not to customize services for particular types of employees monitoring outplacement practices to learn what works and working with local communities in providing both job search and social services

Employee Partnership Pay and Employer Flexibility United States. Congress. House. Committee on Small Business. Subcommittee on Regulation, Business Opportunities, and Technology, 1994 Distributed to some depository libraries in microfiche

The Federal Civil Service System and the Problem of Bureaucracy Ronald N. Johnson, Gary D. Libecap, 2007-12-01 The call to reinvent government to reform the government bureaucracy of the United States resonates as loudly from elected officials as from the public Examining the political and economic forces that have shaped the American civil service system from its beginnings in 1883 through today the authors of this volume explain why despite attempts at an overhaul significant change in the bureaucracy remains a formidable challenge

Pay for Performance National Research Council, Division of Behavioral and Social Sciences and Education, Commission on Behavioral and Social Sciences and Education, Committee on Performance Appraisal for Merit Pay, Anne S. Mavor, Renae F. Broderick, 1991-02-01 Pay for performance has become a buzzword for the 1990s as U S organizations seek ways to boost employee productivity The new emphasis on performance appraisal and merit pay calls for a thorough examination of their effectiveness Pay for Performance is the best resource to date on the issues of whether these concepts work and how they can be applied most effectively in the workplace This important book looks at performance appraisal and pay practices in the private sector and describes whether and how private industry experience is relevant to federal pay reform It focuses on the needs of the federal government exploring how the federal pay system evolved available evidence on federal employee attitudes toward their work their pay and their reputation with the public and the complicating and pervasive factor of politics

Global Redefining of Working Life Daniel Fleming, Pauli Kettunen, Henrik Søborg, Christer Thörnqvist, 1998 Comprises nine papers Discusses globalization competence and flexibility participation and pay setting In particular compares the effect of the EC Works Council Directive with the results of voluntary arrangements

Culture and Creativity in Organizations and Societies John Kuada, 2010-04-20 There has in recent years been an increasing emphasis on the ability of employees to think differently and

take chances in business as well as in social and political organizations Concepts such as value innovation creative intelligence creative leadership creative capability and disciplined creativity are now invoked in academic literature and policy circles to capture the spirit of this growing need to find novel solutions to pressing problems Studies have shown that leadership behaviour is a key factor in facilitating the desired individual and collective creative undertaking at all levels of society and within a dynamic global context The contributions in this volume provide a good summary of the current debate in the field The book is therefore an essential guide to scholars students policy makers as well as expatriates seeking insight into the current debate and or suggestions on how to improve creativity at individual and collective levels of organizations and societies

Advances in Industrial and Labor Relations David Lewin, Donna Sockell, 2016-06-30 Advances in Industrial and Labor Relations Volume 6 presents papers that tackle concerns in industrial and labor relations The book is comprised of eight chapters each chapter reviews a study that discusses issues in industrial and labor relations The first two chapters discuss the development of models of industrial and labor relations that are not bound by characteristics processes and practices Chapter 3 compares the innovations in work organization compensation and employee participation in decision making Chapter 4 examines the cause and effects of technological change at the workplace level of analysis Chapter 5 discusses the effects of seniority based layoffs on survivors Chapters 6 and 7 cover the lump sum payment system Chapter 8 talks about the publishing performance of industrial relations academics The text will be of interest to readers who are concerned with the development of industrial and labor relations

New and Forthcoming Books National Academy Press (U.S.), 1993

How to Design & Implement a Results-oriented Variable Pay System John G. Belcher, 1996 Variable pay systems are widely used as alternatives to traditional compensation programs Now a recognized expert offers a timely examination of variable pay basics the latest trends and creative options Readers will discover how to gain a competitive advantage through variable pay plans create or redesign a system to meet an organization s particular needs evaluate traditional plans versus the three types of variable pay plans organize and prepare a launch team implement a complete 19 step process The guide s practical slant is enhanced by numerous formulas examples and graphs that demonstrate how variable pay can yield impressive gains in productivity

Paying for Productivity Alan S. Blinder, 2011-01-01 Will higher pay provide an incentive for better work Can productivity be increased by changing the way workers are compensated In response to the urgent need to improve productivity performance in American industry leading economists examine alternative compensation schemes to assess their efficiency in raising productivity Over the years a number of suggestions have been made for improving labor productivity by changing the manner in which laborers are compensated for their efforts The ideas presented and analyzed in this volume have all been put into practice in modified form or on a small scale in the United States or elsewhere Some are new others quite old David I Levine and Laura D Andrea Tyson consider the effects of employee participation in decisionmaking on firm performance and Martin L Weitzman and Douglas L Kruse discuss the

implications of profit sharing and related forms of pay for group performance Michael A Conte and Jan Svejnar analyze employee stock ownership plans in the United States and other forms of worker ownership in Europe Masanore Hashimoto uses a transaction cost perspective to assess Japanese employment and wage systems Daniel J B Mitchell David Lewin and Edward E Lawler III give an overall analysis of traditional and alternative pay systems their history development and current use and recommend further experimentation with alternative compensation plans to ensure more adaptability on the part of U S firms Blinder provides an overview of the findings and conclusions Presidio of San Francisco Bobby Bill, 2014-03-26 A Presidio of San Francisco Closure Study began after the controversial Base Closure and Realignment Act of 1988 BRAC 88 was enacted and placed the Presidio of San Francisco on the BRAC 88 Base Closure list The required Presidio of San Francisco Closure Study prepared by the Headquarters Sixth US Army staff tried to justify the continuance of the Presidio Post This study continued for several years but eventually was ineffective bowing to political and military pressure and interference This Case Study complements the Presidio of San Francisco Closure Study that overlaps the same time period that planned and programmed a systematic process where both management theory and assumptions could be applied to justify improvements in management competence organizational improvements and cost effectiveness This Case Study contains a chronological history of events at the Presidio of San Francisco and reviews a crisis precipitated by the Department of Defense DOD action under a Congressional mandate for Post and Base closures This caused an administrative dilemma while concurrently trying to plan the realignment of the Headquarters Sixth US Army staff discontinuance of the Presidio Garrison closing the Presidio of San Francisco as a US Army military Installation and transferring the Presidio Post operations repair and maintenance activities to the US National Park Service Employee Representation Bruce E. Kaufman, Morris M. Kleiner, 1993 **Compensation Administration** Leonard Randolph Burgess, 1989 **Subject Catalog, 1981** Library of Congress, 1981 *Enhancing Organizational Performance* National Research Council, Division of Behavioral and Social Sciences and Education, Commission on Behavioral and Social Sciences and Education, Committee on Techniques for the Enhancement of Human Performance, 1997-04-02 Total quality management TQM reengineering the workplace of the twenty first century the 1990s have brought a sense of urgency to organizations to change or face stagnation and decline according to *Enhancing Organizational Performance* Organizations are adopting popular management techniques some scientific some faddish often without introducing them properly or adequately measuring the outcome *Enhancing Organizational Performance* reviews the most popular current approaches to organizational change total quality management reengineering and downsizing in terms of how they affect organizations and people how performance improvements can be measured and what questions remain to be answered by researchers The committee explores how theory doctrine accepted wisdom and personal experience have all served as sources for organization design Alternative organization structures such as teams specialist networks associations and virtual organizations are examined *Enhancing*

Organizational Performance looks at the influence of the organization's norms, values, and beliefs, its culture on people and their performance, identifying cultural levers available to organization leaders. And what is leadership? The committee sorts through a wealth of research to identify behaviors and skills related to leadership effectiveness. The volume examines techniques for developing these skills and suggests new competencies that will become required with globalization and other trends. Mergers, networks, alliances, coalitions: organizations are increasingly turning to new intra and inter organizational structures. Enhancing Organizational Performance discusses how organizations cooperate to maximize outcomes. The committee explores the changing missions of the U.S. Army as a case study that has relevance to any organization. Noting that a musical greeting card contains more computing power than existed in the entire world before 1950, the committee addresses the impact of new technologies on performance. With examples, insights, and practical criteria, Enhancing Organizational Performance clarifies the nature of organizations and the prospects for performance improvement. This book will be important to corporate leaders, executives, and managers, faculty and students in organizational performance and the social sciences, business journalists, researchers, and interested individuals.

Current Law Index, 1994 **Annual Report** New York State School of Industrial and Labor Relations, 1988 **Alternative Pay Systems, Firm Performance, and Productivity** Daniel J. B. Mitchell, David Lewin, Edward E. Lawler, 1989 Industrial and Labor Relations Review, 2012-07 *Industrial & Labor Relations Review*, 1993

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