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Variable Pay: Aligning Employee Compensation with Organizational Goals (High Tide Monograph Series) (High Tide Disability Series)

Nathan Cohen

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Organizations that serve people with disabilities can no longer take a passive role in employee compensation. This approach allows outside forces to wear away at their mission and their highest goals. Proactive compensation, on the other hand, provides incentives to each employee to reach higher achievement, and become a valued steward of the agency's mission. This book describes how to structure compensation for home-based teams and other teams in the organization; how to make constructive use of employee evaluations; how to get a program started; and how to keep it going. Variable Pay also outlines the reasons to pursue a win-win environment; to share financial information with employees; and to tie performance indicators like attendance, utility costs, and quality of interaction to an employee's pay raises.

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