



HR Club

Monthly newsletter from "HR Club"

Issue No. (12)

September 2014

The link between Performance Management and Pay



The high performing organizations always introduce the concept of the pay for performance. It is closely connected with the high performance corporate culture and it is not just a compensation and benefits area. The pay for performance is a complex of different HR Processes aimed to build the environment, which encourages employees and managers to stretch the goals and to pay the best employees more than the others. The "pay for performance" has to be included in the corporate culture and

cannot be used as separated HR initiatives. Pay for performance is not just a pure compensation and benefits concept. The pay for performance is a right mix of the HR Processes, which supports the optimal performance of the organization and it pays the most performing employees significantly differently, includes special compensation schemes for the selected groups of employees and gives career opportunities to the best talents in the organization.

Read More:

<http://www.simplehrguide.com/pay-for-performance.html>

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