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Thomas P. Flannery
Performance-related pay (PRP) is
a way of managing pay by linking

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salary progression to an assessment of individual performance, usually measured against pre-agreed objectives. But despite the common use of PRP schemes, questions remain about its effectiveness. This factsheet explores the justification for linking pay and performance as well as the potential issues around implementing PRP schemes.

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People, performance, and pay : a full report on the American Productivity Center/ American Compensation Association National survey of non-traditional reward and human resource practices (Book, 1987)

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strategic goals.

People, Performance, & Pay:
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calculate your employees'
financial remuneration package
based on a variety of factors; for
example, base pay, commission,
bonuses (based on performance),
profit sharing, merit pay, share
options, travel or housing
allowance, alongside medical
and/or dental insurance, holiday
or pension.

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People Skills Hub
Performance ratings can be used
for administrative purposes (for
example, to inform pay decisions)
or to support people development

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after the judgements managers make. There are a number of sources and forms of bias that can unduly influence performance ratings, but there are things we can do to reduce them.

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Any profit generated above the PDP level (2 nd tier profit), would be put back into the business, and help fund the Pay-for-Performance (PFP) plan (In this case, 50% of the 2 nd tier was used to...

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