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(Rebecca Bechtelar)


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RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 24 pages. OCLC Number: (OCoLC)62380853 Subject: Human capital -- Government policy -- United States. Excerpt: . . . competitors attrition rates. Virginia tracks the number of employee grievances and works with managers to educate them on what the metrics mean and how they affect their agencies and employees. Monitoring the implementation of new pay systems is important because unintended consequences may arise. Organizations have found they should be open to refining their systems. For example, in order to spread the pay increases among as many employees as possible, FDIC found that managers tended not to award merit pay increases to top-performing employees when they were to be promoted in the career ladder and as a result, these high-performing employees were not getting the merit pay increases they deserved. FDIC recognized that this unintended consequence needed to be corrected in future iterations of the pay system and managers needed help in learning how to make the necessary distinctions in employees contributions. While the need for refining the system is inevitable, organizations found that there is value in stabilizing the pay system for a period of time to let employees get accustomed to the new initiative and see how it works. For example, OCC plans to reassess its labor market pay differentials every 3 years rather than annually to provide continuity in implementing the system. This continuity benefits employees because they know how much their geographic differential will be for a period of time and benefits OCC because it makes managing the pay system more stable. In summary, there is widespread agreement that the basic approach to Next Steps for Results-federal pay is broken and we need to move to a market-based and more Oriented Pay and performance-oriented approach. Doing...

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