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THE NEW PAY PLAN: SUMMERTIME AND THE LIVIN'S NOT EASY



Introduction

The case titled "The New Pay Plan: The story titled "Summertime and the Livin's Not Easy"" is about the various changes that take place in a company due to a shift in compensation plan, compensation structure and the effects brought by the change on employee behaviour and productivity. This analysis is significant in regard to the consideration of compensation and how it influences the workforce as well as organizational productivity.





problems associated

The case mentioned about one of the major issues to implementing this strategy – dissatisfaction with the new pay plan among the employees.

The case illustrates that what should be the busiest and hence most productive and high-revenue period for the organization, the summertime, is a time that becomes particularly hard for employees because their earnings depend on the results that can be attained.



Solution

On those grounds it is suggested that the company should return to the pay plan with a much more rational approach. Using a combination of fixed and variable pay structures offer more stability while at the same time encouraging performance. Also, the company might use several strategies to improve communication when reorganizing compensation to enhance acceptance, for instance, engaging employees when making decisions on the changes.



Conclusion

In summary, "The New Pay Plan: In "Summertime and the Livin's Not Easy," Smith provides a reminder of the static nature of compensation and the need to always dissect compensation plans in a bid to give effect to organizational objectives and also get the best out of employees. This case provides some lessons on the often negotiable issue of pay and motivation and its impact on performance.

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