

Gainsharing vs. Profit Sharing

Gainsharing

- Based on operational performance
- Paid more frequently than annually
- Focused on the internal efficiency of the organization
- Links employee performance to savings which result in payouts

Employee share

Profit Sharing

- Based on year-end profit
- Paid annually or on retirement
- Focused on the external effectiveness of the organization
- Links financial success of the business to payouts

Employee share

Participative Gainsharing

**Canadian Institute of Mining and
Metallurgy, Canadian Institute of
Mining, Metallurgy and Petroleum**

Participative Gainsharing:

Participatory and Gainsharing Systems George Strauss,1987 **Gainsharing** ,1983 Defense Management Journal ,1987 Gainsharing Theresa M. Welbourne,1995 **Gainsharing** Brian E. Graham-Moore,Timothy L. Ross,1990
Describes three profit sharing plans designed to improve work attitudes and increase productivity **Reports Issued in ...** ,1985 **Gainsharing Plans for Mill Operations in the Forest Products Industry** Charles W. Dane,1989
Productivity Gainsharing Brian E. Graham-Moore,Timothy L. Ross,1983 *GAO Documents* United States. General Accounting Office, Catalog of reports decisions and opinions testimonies and speeches **Profit Sharing and Gain Sharing** J.L. Kellogg Graduate School of Management,Profit-Sharing Research Foundation,1990-09 contains a great deal of data and some interesting ideas a very good job of pointing out what is required to get maximum advantage of gain sharing and profit sharing as well as the reasons for the failure of most of the plans PERSONNEL PSYCHOLOGY *Grand Rapids Area Transit Authority High Impact Gainsharing Demonstration Project* Jeffrey L. Teague,1991 Human Resource Management ,1989 *Managing Quality and Productivity in Aerospace and Defense* ,1989 **The Journal for Quality and Participation** ,1994 *Shaping Pay in Europe* Conny Herbert Antoni,2007 Shaping Pay in Europe A Stakeholder Approach focuses on pay systems applied in the European Union Giving due attention to the institutional setting of the European pay systems the book discusses how European companies may approach pay as an integral part of their operational and strategic framework Pay is an important topic for several stakeholders on the labour market The book discusses the perspectives of various stakeholders employees employers trade unions and employer associations on the issue of pay Secondary analysis of earlier statistical studies and new empirical material on European pay systems is also presented in the book The book also aims at contributing to a better understanding of pay systems If one wants to understand the various pay systems of a company which pay elements and pay characteristics should one focus on Which are the essential pay characteristics shaping an individual s pay and how could these characteristics be studied or audited The book provides answers to both questions by presenting a practical yet sophisticated model of essential pay characteristics **Reward Systems and Productivity** ,1983 *Business* ,1986 **CIM Bulletin** Canadian Institute of Mining and Metallurgy,Canadian Institute of Mining, Metallurgy and Petroleum,1985 **Human Resources Management** Wendell L. French,2003 Test Bank and Instructor s Resource Manual **BNA's Employee Relations Weekly** ,1990

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