

# The professional working procedures in every organization

[Business](#)



The wage record over the last few seasons is of importance and allows making a decision in a more professional manner. All the bonuses and increments so added are compared against the performance delivered by the individuals.

This in parallel with those who have had good performances yet little lift up in the financial aspect can also be encouraged and accommodated through the layoff schemes. The decisions must not be based only on the financial aspect, rather the productivity, the overall benefits to the organization and other factors. The old-age pension scheme, those who are of little value and have shown an inclination towards self retirement may also be considered for a layoff. The annual budget values must also be taken into account against the given set of a number of employees and the subsequent decision of downsizing.