

Finance discussion questions and exercise strategy questions



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The paper " Finance Discussion Questions and Exercise Strategy Questions " is an informative example of an assignment on finance & accounting. The advantages are that employees will be more disposed to think like owners, and will possibly broaden their vision regarding job duties and other requirements to be met. Labor costs will decline in poor financial times, and layoffs may not be required. The disadvantages are that employees cannot consider that they have much authority to control outcomes and they will be disillusioned when there is no turnover, which results in no profit sharing.

- Gain Sharing System Contains "(1) a financial measurement and feedback system to monitor company performance and distribute gains in the form of bonuses when appropriate, and (2) a focused involvement system to eliminate barriers to improved company performance. Gainsharing systems vary widely in terms of their design and the degree to which they are integrated into the regular operating systems of the company" (What is Gainsharing? par. 1). Performance standards must be developed with the teamwork and help of employees and managers. These standards have to be perceived as reasonable, fair and equitable. Costs are probable to calculate in some divisions, other than other departments can need to rely on actions that are oriented to the procedure, containing components of quality, quantity, and timeliness of service. In service industries, customer satisfaction with service would be very important.

- The plan must not be the same, while the risk and business are extremely different. Incentives for the new industry might contain stock choices since benefits and salaries can be low in the start-up. In other words, workers, to be involved to join, may be willing to take a risk for the possibility of a big reward. There can also be a plan in place of Paid Time Off (PTO) reward. Thus <https://assignbuster.com/finance-discussion-questions-and-exercise-strategy-questions/>

can also be one important plan in the area of PTO reward individual result tries that outcome in large revenues patents and so on.

- Modifications to the plans may have been more helpful than removal since sales are significant. In the vignette, it seems that sales were the only issue rewarded, and so workers did not pay attention to other issues. An incentive method should join a quality, quantity, timeliness, and, customer satisfaction. Assignment 2:

- Should companies worry about employee attitudes" State your reasons?
Employee attitudes are usually connected either in one direction or another, consequently when an employee has a negative viewpoint of their job, or a manager, or the business as a whole then they are fewer likely to care regarding their job performance, disregard their manager or try to reason troubles with them, or not believe anything that would advantage the business as a whole just worry about doing just sufficient in their work and get paid. On the other hand, if an individual likes their work they will get pride in doing it properly, if they like their manager they are more likely to participate and communicate with them, and if they value the organization altogether they tend to search for methods to develop the company as an entire, even when they don't have also. A lot of firms use worker opinion . survey outcomes to adjust their worker dealings policies as required. This is for recognizing the attitude and response of the employee working in the organization.

- If positive employee attitudes are an objective, should organizations directly link pay incentives to attitudes?

The well-known moderating issues tend to be the significance of the people's attitude, the specificity, accessibility the attendance of social stress, and <https://assignbuster.com/finance-discussion-questions-and-exercise-strategy-questions/>

straight knowledge with the attitude. To create a positive impact founded on a person's attitude, one must affect the individual to recognize with the preferred attitude by making personal interest and value-so that individual is more inclined to communicate with the preferred attitude, guiding to the desired behavior. Employee satisfaction can happen from a number of sources containing a high level of wages, the outstanding company gave advantages, for example, educational offerings, health care, counseling services, on-site childcare, etc, chances for in company mobility, and creative or innovative work surroundings. Each of these contributions is expensive to the organization. Employee ownership can have positive outcomes if workers value possession in itself or perceive that it brings better income, control over jobs or job security and the place of work. The employee ownership is significant because they reflect straightly on the no financial welfare of workers, which affects industrial relations and work incentives of privatized enterprises. The ownership effects on employee behavior and attitude are comparatively neglected in the economic transition for the reason that economists have naturally been concerned with evaluating the efficiency results of property rights changes, which is understandable, specified that the planned outcome of every privatization plans has been to increase efficiency.