

Principles and strategies that apply to the limousine business and that can apply...

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Principles and Strategies for Limousine Business Austin, Texas has many competing limousine businesses, and use of the merit pay and performance incentives to motivate the employees and boost output will facilitate the acquisition of a competitive edge. The incentive pay can motivate the workforce to maintain and increase the performance (Susan, Schuler, & Werner, 2011). According to the Occupational Employment and Minimum Wage law in Texas, the limousine drivers will have to earn about \$22, 575 annually. The key to competing favorably in the limousine business will entail attracting and retaining qualified employees through the performance incentives. The Landslide Limousine Company will have to recruit knowledgeable and innovative employees and provide incentives to them. Hence, it will be significant to utilize the performance incentives to stimulate growth and remain competitive in the competitive limousine service. Limousine service entails offering the customer the best service. The employees are important in service delivery, and the employers should accord them the privileges such as rest as contained in the Federal Motor Carriers Safety. In order to avoid the high employee turnover, the Landslide Limousine Company will have to utilize merit pay to motivate employees. The company can utilize the number of referrals, as well as, customers surveys as a basis for offering the workers pay on merit package. It is noteworthy that the critical goal of merit pay entails linking the pay to the performance in a way, which is reliable with the operations of the business (2011). The compensation of the workforce will encourage the individual employee to work to attain greater performance. In essence, the pay on merit will stimulate the engagement levels of the employees, as well as,

keep them satisfied with the job.

References

Susan, J., Schuler, R., & Werner, S. (2011). *Managing Human Resources*. New York: Cengage Learning.