

Mgmt 335 u4 db

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MGMT 335 U4 DB MGMT 335 U4 DB Gender and racial bias in the workplace has caused numerous problems for countless organizations and corporations. Issues have been raised over the years, especially by individuals who believe they are receiving the short end of the stick, over the fact that different treatment may be accorded to different people. This has made the workplace environment, especially in government and public institutions, to evaluate some of their options. This is when it comes to hiring, compensating, and even firing their employees. Compensation policies are meant to inspire and motivate people to work harder and achieve organizational results. One of the main factors to look at when developing a compensation policy would be to create an incentive plan. The most crucial plan would be the pay-for-performance agreement that would have employees rewarded for their ideas, the goals attained and even service to the organization (Phillips & Gully, 2013).

Side agreement compensations can also be arrived at when the employer wants results, which are monetary and tangible to the organization. This plan may increase the employees' motivation and productivity, hence; eliminating all constraints that stand in the employees' paths. The terms of agreement between the employer and employee may vary and be arranged depending on the effort and purpose of the incentives. Every employee would then have the opportunity to be made like they have an equal chance at compensation and organizational success (Phillips & Gully, 2013). These strategies and plans are meant to increase employee productivity, and in the long run; increase the organizational success. They (employees) may have or feel that they are receiving a non-discriminatory reward for their efforts in the

organization, hence; perform to the best of their ability.

Reference

Phillips, J., & Gully, S. (2013). Human resource management. New York: Macmillan Publishers.