PAGE IT

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Your employee comes to you complaining that they are working harder than their pay scale indicates. How can you avoid the raise and change the employee’s output?

Output I = Output others

Input I Input others

Methods:

* Output-Individual (OInd): Increase perceived self output
  + Kind Words/Active listening – talk to the person and validate their feelings
  + Offer something besides money (corner office, praise, recognition (employee of the month)/SWAG)
  + Vacation/Comp Time
  + Travel
  + Hardware upgrade
  + Work item flexibility
  + Equity stake/future bonus
* Output-Others (Oother): Decrease perceived output of others
  + Clarify inaccurate assumptions about pay
* Input-Individual (IInd): Decrease perceived self input
  + Compare and contrast personal contributions to others
  + Compare quantitative metrics (lines of code, #s of checkins, # bugs introduced, size of feature)
  + Discuss improvement plan/demonstrate true value
* Input-Others (Iother): Increase perceived input of others
  + Compare and contrast personal contributions to others
  + Compare quantitative metrics (lines of code, #s of checkins, # bugs introduced, size of feature)
  + Discuss improvement plan