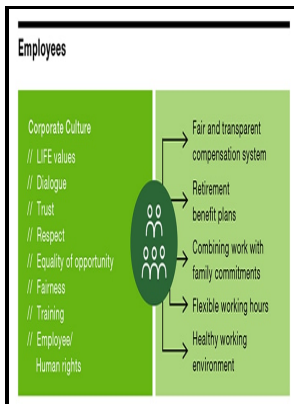


# Pay-for-knowledge systems - guidelines for practice

IRC Press - Pay



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## Resources

As you dig deeper, you see this is a problem throughout the sales team. But which compensation system is most likely to achieve that goal? Hallock suggests that each firm needs to decide its optimal wage.

## Paying for knowledge: Does it pay?

Suggested Citation Download full text from publisher To our knowledge, this item is not available for download. Off the job training is also called as vestibule training.<sup>1</sup> This model is most appropriate for practices that need high levels of intragroup teamwork, intergroup collaboration and adaptability to change.

## Resources

Well trained employees show both quantity and quality performance. The processes, procedures, tasks, and flow of work make up the systems of the organization.

## Essential Steps to a Successful Strategy Implementation Process

Some people can only assimilate several things at one time. Most US companies pay even their overseas workers in dollars, and not in the local currency where the employee is working. Then once the levels are developed, each job is assigned a pay grade.

## Paying for knowledge: Does it pay?

They know even if they perform tasks outside their job description, their pay level or pay grade will be the same. To make a compensation strategy work, the perceived inputs the work and outputs the pay need to match fairly. Employees, even those on the lowest tier of the organizational hierarchy, must be able to communicate with their supervisors and top management, and vice versa.

## Training of Employees

In this type of evaluation, job titles are listed and ranked in order of importance to the organization. If a practice's managers base the awards on the practice's level of success, they face the challenge of determining who is responsible, and to what degree, for that success.

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