**Policies for candidate’s increments**

**Performance-Based Increments :**

**Annual Performance Reviews**: Employees typically receive salary increments based on their performance, usually during annual performance evaluations. These reviews assess key performance indicators (KPIs) such as customer service, productivity, and adherence to hotel standards.

* **Performance Rating System**: The increment percentage often correlates with the rating or feedback from the performance review. High performers may receive higher increments, while those with lower ratings may receive minimal or no increases.

**2. Merit-Based Increments**

* **Promotion-Linked Increments**: Employees who are promoted to higher positions, such as from a front desk agent to a manager, usually receive salary increments. These increments are tied to the increased responsibilities and expectations of the new role.
* **Skill Development**: Employees who acquire new certifications, skills, or knowledge may also be eligible for merit-based salary increases. For example, a front-line worker trained in advanced guest services could receive an increase.

**3. Market-Competitive Adjustments**

* **Industry Salary Benchmarking**: Hotels may adjust employee salaries in response to changing industry standards. If salaries in a particular region or for a certain role increase due to demand, hotels may raise employee salaries to remain competitive in attracting and retaining talent.
* **Local Cost of Living Adjustments**: In locations where the cost of living is rising, hotels might review employee salaries to ensure they remain competitive within the local job market.

**4. Tenure-Based Increments**

* **Length of Service**: Some hotels offer incremental salary increases based on the number of years an employee has been with the organization. For example, after every 3 or 5 years of service, employees may receive a fixed percentage increase as a loyalty reward.
* **Graduated Salary Scales**: Certain roles, such as those for entry-level staff or long-term employees, might have a clear, structured salary progression that increases incrementally with each year of service.

**5. Incentives and Bonus Programs**

* **Commission-Based Incentives**: For roles such as sales or guest services, employees may receive commissions or bonuses based on performance, which effectively act as increments to their base salary.
* **Target-Based Rewards**: Employees who meet specific revenue or service targets (such as upselling certain packages, or consistently getting high guest satisfaction scores) may receive periodic increments or bonuses.

**6. Budgetary and Economic Considerations**

* **Annual Budget**: Hotels often allocate a specific budget for salary increments based on their financial health and annual profits. When hotel revenues are high, there may be a greater capacity for increases, while in leaner years, increments may be reduced or frozen.
* **Economic Conditions**: In times of economic downturn or after major challenges (e.g., the COVID-19 pandemic), hotels might freeze salary increments or reduce the rate of increases to manage costs.

**7. Union Agreements (if applicable)**

* **Collective Bargaining**: In some countries, many hotel employees may be unionized. In such cases, salary increments are often negotiated through collective bargaining agreements between the union and hotel management, setting specific increments or bonuses on an annual basis.
* **Standardized Increments**: Unionized hotels may have predefined salary increments, which are agreed upon in the contract and often tied to inflation rates or cost-of-living adjustments.

**8. Holiday or Special Occasion Increments**

* **End-of-Year Increments**: Some hotels may offer special year-end bonuses or salary increments tied to the holiday season or business performance, rewarding staff for their contributions during peak seasons.

**9. Employee Retention and Motivation Policies**

* **Retention Incentives**: For positions that experience high turnover, hotels may offer more significant salary increases as part of an effort to retain experienced staff. This is often done for roles like housekeeping, front desk staff, or chefs, which may require specific skills or experience.
* **Employee Recognition Programs**: Hotels may implement policies that offer incremental pay increases tied to formal recognition programs where employees are awarded based on their hard work, longevity, or teamwork.

**10. Equity and Equal Opportunity**

* **Fair and Transparent Increment Policies**: Many hotel chains implement transparent and equitable increment policies to ensure there is no discrimination in pay based on gender, ethnicity, or other personal attributes. Such policies are critical for promoting diversity and maintaining employee trust.