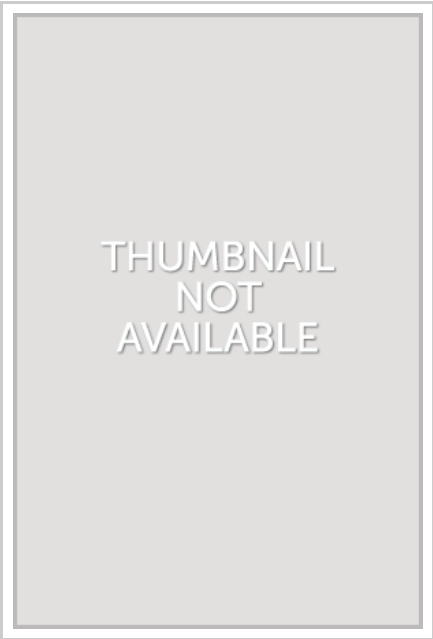


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Results-oriented cultures: modern performance management systems are needed to effectively support pay for performance

By -

Books LLC, Reference Series. Paperback. Book Condition: New. This item is printed on demand. Paperback. 20 pages. Original publisher: Washington, D. C. : U. S. General Accounting Office, 2003 OCLC Number: (OCoLC)53705764 Subject: Merit pay -- United States. Excerpt: . . . evaluation plans, provides technical assistance to agencies, publishes plans, and disseminates results. The agencies are responsible for designing and implementing project plans and regulations; consulting with unions and employees about project design; and designing, conducting, and funding evaluations. For example, the Department of Defense (DOD) implemented a personnel demonstration project covering members of its civilian acquisition, technology, and logistics workforce in 1999. Recognizing the need to reform and modernize its acquisition performance management system in order to perform efficiently and effectively, DOD designed the project to provide incentives and rewards to multi-skilled personnel, allow managers to compete with the private sector for the best talent and make timely job offers, and provide an environment that promotes employee growth and improves local managers ability and authority to manage their workforces. The project replaced 22 occupational families with 3 career paths; reduced the 15 General Schedule grades to 3 to 5 pay bands; and implemented a contribution-based compensation...

Reviews

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