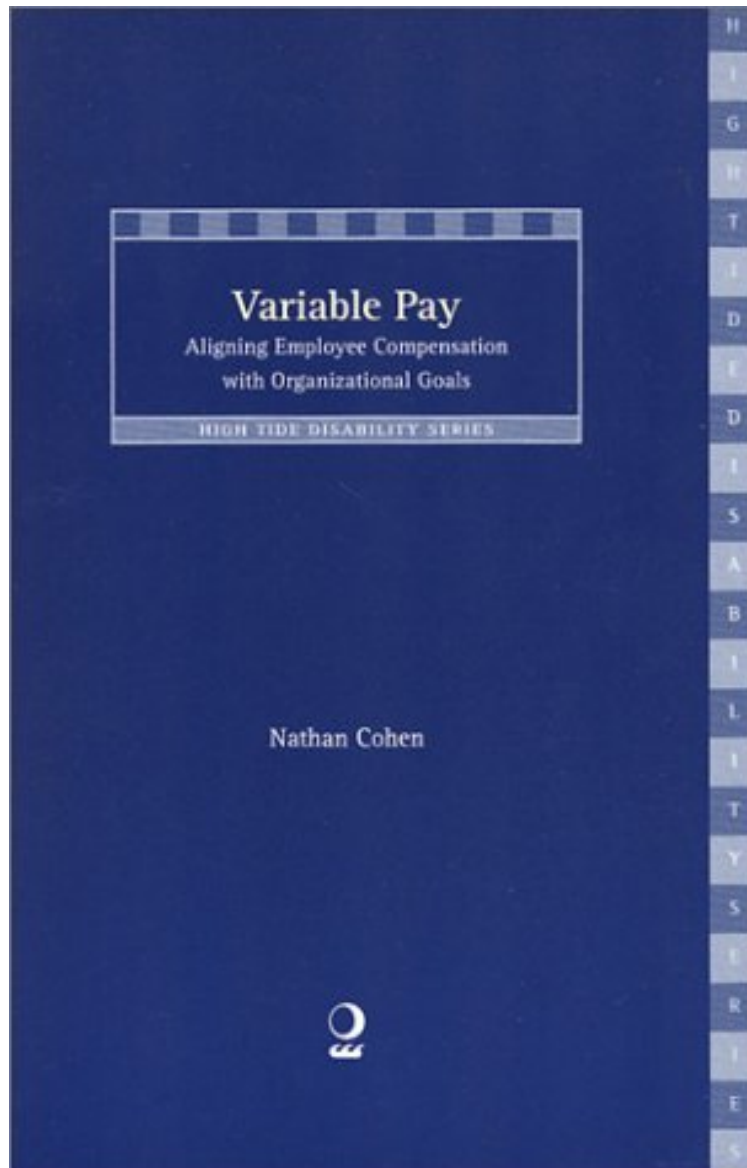


(Ebook free) Variable Pay: Aligning Employee Compensation with Organizational Goals (High Tide Monograph Series) (High Tide Disability Series)

## Variable Pay: Aligning Employee Compensation with Organizational Goals (High Tide Monograph Series) (High Tide Disability Series)

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Organizations that serve people with disabilities can no longer take a passive role in employee compensation. This approach allows outside forces to wear away at their mission and their highest goals. Proactive compensation, on the other hand, provides incentives to each employee to reach higher achievement, and become a valued steward of the agency's mission. This book describes how to structure compensation for home-based teams and other teams in the organization; how to make constructive use of employee evaluations; how to get a program started; and how to keep it going. Variable Pay also outlines the reasons to pursue a win-win environment; to share financial information with employees; and to tie performance indicators like attendance, utility costs, and quality of interaction to an employee's pay raises.

About the Author Nathan Cohen has more than 25 years experience in the budgeting and capital planning of programs for individuals with mental and developmental disabilities. He works with the New York State Office of Mental Retardation and Developmental Disabilities. He also serves as a consultant to organizations in capital planning and administrative practices. Mr. Cohen holds a master's degree in health care administration from The George Washington University. He lives in Delmar, New York.