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Nota di contenuto	Contents; Illustrations; Preface; Acknowledgments; Chapter 1 Introduction: What Is Gainsharing?; Chapter 2 Types of Gainsharing; Chapter 3 Review of Literature; Chapter 4 Gainsharing Plans in North America: 1992 and 1999; Chapter 5 Getting Started: Preliminaries to the Design Process; Chapter 6 Designing a Gainsharing Plan; Chapter 7 Administering a Gainsharing Plan; Chapter 8 Successful Gainsharing Programs; Chapter 9 Reasons for Failure of Gainsharing Plans; Chapter 10 Summary and Conclusion; Appendix A Example of a Memorandum of Agreement on a Scanlon Plan Appendix B A Rucker-Style Gainsharing Plan Based on Value Added Appendix C An Example of a Goalsharing Plan; References; Index
Sommario/riassunto	Gainsharing and goalsharing, if carefully designed and administered, have great potential as compensation systems that align pay with the broader strategic objectives of the organization. To be successful over the long term, gainsharing and goalsharing require periodic review and adjustment to changing business conditions and continuing emphasis on mobilizing and involving employees. The authors share important insights from recent research (including two large-scale surveys of their own) on factors related to success and failure, and they provide

highly useful information for anyone seeking t
