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Autore	Mericle Kenneth S
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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
