

## Sometimes the Best Reward is Time Off

Companies have traditionally been very linear in their **approach** to **employee compensation**. If the company does well, salaries increase and everyone gets a bonus at the end of the year.

But for many employees, this one-size-fits-all approach leaves them frustrated. "Why should the other guy get the same pay rise when I'm doing all the work?"

Those individuals who perform better should be paid better, and those who perform less should earn less. **Rewarding** someone just on the basis of years of service simply promotes **mediocrity**. Sure, senior personnel have learned how to **dodge bullets**. But do they add real value? Isn't it better to have staff that **jar** people from their **comfort zone** and push the company toward new targets?

But, that said, companies should also calibrate performance to the individual capacities of staff.

It's not always about "show me the money," though everyone does appreciate a bigger pay check, no doubt about that. But if your employer takes into account your personal **circumstances** and **preferences**, you are more likely to perform better and stay on **in the long run**. **Flexible working hours**, the opportunity to **telecommute**, language training during **office hours**, membership of the local gym... And let's not forget that people need **validation** – when someone does well, tell them. A "thanks" **implied** is a "thanks" lost.

A compensation system that takes individual needs into account goes a long way toward employee **job satisfaction**. Compensation, in this regard, should reflect a person's contribution to the company. It should not be based on some **blanket criteria of performance**.

## Glossary

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| <b>approach</b>                        | lähestymistapa, asenne                            |
| <b>blanket criteria of performance</b> | kaikenkattavat, joustamattomat arvosteluperusteet |
| <b>circumstance</b>                    | olosuhde  |
| <b>comfort zone</b>                    | mukavuusvyöhyke                                   |
| <b>dodge bullets</b>                   | tässä: vältellä ongelmia                          |
| <b>employee compensation</b>           | työntekijöiden palkitseminen                      |
| <b>implied</b>                         | hiljainen, ei ääneen sanottu                      |
| <b>in the long run</b>                 | pitkällä aikavälillä                              |
| <b>jar</b>                             | tässä: hätyytellä                                 |
| <b>job satisfaction</b>                | työtyytyväisyys                                   |
| <b>mediocrity</b>                      | keskinkertaisuus                                  |
| <b>office hours</b>                    | työaika   |
| <b>preference</b>                      | mieltymys   |
| <b>rewarding</b>                       | palkitseminen                                     |
| <b>telecommute</b>                     | tehdä etätöitä                                    |
| <b>validation</b>                      | hyväksyntä  |