

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

approach	a way of considering something
blanket criteria of performance	general and inflexible standards by which performance is evaluated
circumstance	a condition that influences some event or activity
comfort zone	the living, work, and social environments that people have grown accustomed to <i>here</i> : avoid problems
dodge bullets employee compensation	wage and salary payments as well as benefits suggested without being said directly
implied	over a long period of time have a sudden unsettling effect on somebody
in the long run jar	a person’s feelings or state-of-mind about the nature of his/her work
job satisfaction	averageness
mediocrity office hours	the time when office workers are at their desks; typically 8 a.m. to 4 p.m.
preference rewarding	a strong liking giving reward or compensation
telecommute	work from a remote location using computers, phones and other electronic devices <i>here</i> : acknowledgement
validation	