Managing Employee Performance and Reward
CONCEPTS, PRACTICES, STRATEGIES
Second edition

Now in its second edition, *Managing Employee Performance and Reward* continues to offer comprehensive coverage of employee performance and reward, presenting the material in a conceptually integrated way.

The seminal first edition, written by John Shields, explored these two pivotal and closely connected (yet controversial and challenging) facets of human resource management. This new edition has been substantially updated and revised by a team of specialist contributors, and includes:

- an increased focus on employee engagement and the alignment between the organisation’s goals and the personal goals of employees
- expanded coverage of coaching, now a leading-edge performance enhancement practice
- extensive updates reflecting the major changes in employee benefits in recent years, as organisations strive to attract and retain talent
- updated coverage of executive salaries and incentives in the contemporary post-GFC environment.

The book addresses performance and reward fundamentals and key themes in employee psychology and human resource strategy. This is followed by a discussion of options for performance management practice, structuring and managing base pay and benefits, and configuring performance-related rewards for individual employees, work groups and executives. Each chapter includes a chapter summary and discussion questions to further consolidate understanding. A new case study with model answers is also included, with additional case studies available via the book’s website.

This popular text is an indispensable resource for both students and managers alike. Written for a global readership, the book will continue to have particular appeal to those studying and practising people management in the Asia-Pacific region.

Additional resources for instructors are available online at www.cambridge.edu.au/academic/managing.

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John Shields
Michelle Brown, Sarah Kaine, Catherine Dolle-Samuel, Andrea North-Samardzic, Peter McLean, Robyn Johns, Patrick O’Leary, Geoff Plimmer and Jack Robinson
Contents

List of figures and tables vii
List of contributors x

Part 1 The fundamentals 1
1 Performance and reward basics 3
  John Shields and Sarah Kaine
2 Managing for engagement 18
  John Shields and Robyn Johns
3 Strategic alignment 53
  John Shields and Catherine Dolle-Samuel

Part 2 Performance management in action 77
4 Managing for results 78
  John Shields and Andrea North-Samardzic
5 Shaping behaviour 96
  John Shields and Peter McLean
6 Reviewing and developing employee performance 140
  John Shields and Michelle Brown

Part 3 Base pay and benefits 161
7 Base pay purpose, structures and options 162
  John Shields and Patrick O’Leary
8 Developing position-based base pay systems 180
  John Shields and Catherine Dolle-Samuel
9 Developing person-based base pay systems 202
  John Shields and Catherine Dolle-Samuel
10 Employee benefits 218
  John Shields and Andrea North-Samardzic
  Case study: Bizarre bonuses? Gender pay inequity at Flinders Bank 236
  John Shields and Andrea North-Samardzic

Part 4 Rewarding employee performance 239
11 Overview of performance-related rewards 240
  John Shields and Michelle Brown
12 Individual performance pay plans 254
  John Shields and Sarah Kaine
13 Individual recognition plans 280
  John Shields and Sarah Kaine
14 Collective incentives 291
  John Shields, Geoff Plimmer and Jack Robinson
CONTENTS

15 Employee share ownership 320
   John Shields and Michelle Brown

16 Executive incentives 336
   John Shields, Jack Robinson and Geoff Plimmer

Part 5 System change and dynamic alignment 367

17 Achieving alignment: system review, change and development 368
   John Shields and Peter McLean

Appendix: Model responses to case study 392
   John Shields and Andrea North-Samardzic

References 394

Index 432
Figures and tables

Figures
1.1 What is performance? 4
1.2 The performance management cycle 6
1.3 Components of ‘total reward’ 12
2.1 Expectancy theory (Vroom 1964) 29
2.2 Expectancy theory (Porter and Lawler 1967) 30
2.3 Goal-setting theory (Latham and Locke 2006) 31
2.4 Hypothesised relationships between work attitudes and work behaviour 36
2.5 Behaviour, attitudes and the psychological contract 40
2.6 A model of the psychological contract (employee perspective) 42
2.7 Management-espoused psychological contracts 44
2.8 Equity theory (Adams 1965) 48
2.9 ‘Fair pay’ perceptions of Australian employees, 1995 50
3.1 A strategically aligned model of human resource management 60
3.2 Four key elements of ‘best fit’ strategic alignment 65
3.3 Aligning strategy, structure, culture, espoused contracts and performance requirements 71
4.1 ‘SMART’ goals 86
4.2 Individual goal-setting instrument 87
4.3 The balanced scorecard 90
4.4 Example of an individual goal-setting instrument 91
4.5 Example of an alternation ranking instrument 107
4.6 Example of a paired comparison instrument 109
4.7 Forced distribution 110
4.8 Example of a simple graphic rating scale 112
4.9 Example of a section of a mixed standards scale 113
4.10 Behavioural anchors 114
4.11 Examples of behaviourally anchored rating scales 115
4.12 Example of a section of a behavioural observation scale 117
4.13 Example of a section of a weighted checklist 118
4.14 Example of a section of a forced choice behavioural assessment instrument 120
4.15 Inadequate grade descriptors 122
4.16 Inadequate guidelines for determining overall rating 122
4.17 Assessing behavioural assessment measures 123
4.18 Performance competencies: the Spencer and Spencer ‘iceberg’ model (1993) 127
4.19 Analysis and modelling differentiating competencies using behaviour event interviewing 131
FIGURES AND TABLES

5.16 Section of a competency-based, behaviourally anchored rating scale for a mid-level manager role 135
6.1 A diagnostic tool for analysing individual performance deficits 141
6.2 Key features of a ‘tell and sell’ approach 146
6.3 Key features of a ‘tell and listen’ approach 147
6.4 Key features of a ‘problem-solving’ approach 148
6.5 Example of an action planning and performance development instrument 152
7.1 Options for base pay 165
7.2 Simple pay scale or spine 172
7.3 Narrow grades 173
7.4 From narrow grades to broad grades 174
7.5 Broad bands 175
7.6 Strategic alignment with base pay structures 176
8.1 Salary survey data presentation: range percentiles and quartiles 182
8.2 Example of salary survey data presentation format: ‘senior human resources consultant’ position 183
8.3 Hay Group guide chart: ‘know-how’ 192
8.4 Hay Group guide chart: ‘problem-solving’ 193
8.5 Developing job grades using points-factor scores: plotting point scores and existing pay practice line 198
8.6 Developing job grades using points-factor scores: developing a new pay policy line 198
8.7 Developing job grades using points-factor scores: establishing grade boundaries and pay ranges 199
9.1 Skills analysis: skill dimensions for an administrative support role 204
9.2 Sequential skill-based pay progression in a broad-graded structure: a ‘stair-step’ model for an administrative support role 205
9.3 Non-sequential skill-based pay progression in a broad-graded structure: breadth skill sets for an administrative support role 206
9.4 Competency-based pay progression in a broad-banded structure 213
9.5 Competency-based pay at Glaxo Wellcome 214
9.6 Competency-related pay progression in a broad-banded structure 215
10.1 Marketing Department structure at Flinders Bank 237
11.1 Performance-related reward options 242
11.2 The incentive and sorting effects of performance-related pay 245
12.1 Compa-ratios 257
12.2 The merit grid 258
12.3 Merit increment curves 259
12.4 Merit increments: the annuity problem 261
12.5 Merit bonuses 264
12.6 Product market context and sales commission configuration: four scenarios 274
14.1 The hypothesised relationship 298
FIGURES AND TABLES

14.2 Scanlon Plan gainsharing 300
14.3 Rucker Plan gainsharing 301
14.4 Improshare Plan gainsharing 302
14.5 Business unit multifactor goal-sharing 310
15.1 Employee attitudes and employee share ownership 324
15.2 How does a share option plan work? 331
16.2 Average percentage composition of total reward of Australian CEOs and other senior executives, 1990–2014 341
16.3 Black-Scholes option pricing formula 350
16.4 Share appreciation rights 351
17.1 Framework for performance and reward system development 371
17.2 Example of a performance and reward strategy statement 374
17.3 The ‘human capital management scorecard’ 375
17.4 Example of a diagnostic employee attitude survey 377
17.5 Prescriptive questionnaire 378

Tables

2.1 Summary comparison of content theories of motivation 26
4.1 KRAs, KPIs and goals for a production manager role 82
5.1 Commonly applied performance competencies 128
8.1 A simple ‘policy capturing’ points-factor job evaluation instrument 189
10.1 Employee benefits: percentage of employees covered, Australia, 2013 226
12.1 Straight merit increments 255
12.2 Individual performance related reward schemes 264
12.3 Individual payment by results: standard piece rates, differential piece rates, premium bonus plans 272
12.4 Goals-based individual bonuses: simple and sliding scale plans 276
13.1 Circumstances under which non-financial rewards are offered 286
14.1 Matching collective incentives to team type 315
16.1 Long-term incentive plan types and hurdles, Australia 349
17.1 Illustrative review findings and diagnoses 379
17.2 Setting targets for total pre-tax remuneration mix in a mechanistic organisation 384
17.3 Aligning strategy, structure, culture and practice 387
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