

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

reward	belöna, premiera
linear	endimensionell
promotes mediocrity	främjar medelmåttighet
to dodge bullets	att undvika problem
jar	chockera, skaka om
comfort zone	trivselområde, områden i livet, på jobbet och socialt som en person har vant sig
telecommute	arbeta på distans
blanket criteria of performance	generella och orubbliga kriterier mot vilka prestationer mäts