

VPU-009

Motivating Employees with Productive Pay Plans

Professional Business Management Seminar

Highlights:

Motivating Employees with Productive Pay Plans describes how to tie a pay plan to company objectives, attract and retain employees, and reward and stimulate performance beyond the comfort zone. Real world examples are shown of both traditional and new approach pay plans that enable collision centers to promote longevity, productivity, quality and skill growth while watching and improving the bottom line. Students also explore the effects that wages, incentives, taxes and benefits have on total compensation, and how labor gross profit must be retained to meet overall profit objectives.

Who Should Attend:

Collision Center Managers, Management Support Staff, Anyone Handling Payroll Functions, Production Managers and Coordinators

Key Points:

- Defining clear pay plan objectives
- Attracting and retaining employees
- Rewarding performance
 - Defining proper and fair compensation
 - Connect total compensation cost to profitability objectives
 - Develop pay plans and incentives to meet all company objectives
- Traditional pay plans
- New approach pay plans
- Stimulating performance
- Effectively utilize VisionPLUS® OnLine to measure and improve performance

Learning Objectives:

Upon successful completion, participants should be able to:

1. Understand how pay plans affect profitability.
2. Attract and retain top performing employees.
3. Reward performance consistent with company objectives.

