

Business Objectives and Culture

Performance Reward Opportunity

Individual

Group

Compensation

- ? Attract and retain
- ? Improve individual performance

Capability

- Develop individuals:
- ? Align with re-organizational needs

Recognition

- ? Reinforce the process
- ? Sustain and enhance appropriate employee, team, supplier, and customer behaviors

Group Incentive

- ? Improve or -ganizational performance
- ? Measure and re-ward organizational unit

Team Incentive

- ? Improve organiza-tional performance
- ? Measure and re-ward organiza-tional unit

Cost of

Results

Business

Doing Business

Attributed to Plan

Results