



Group Incentive



There are many jobs that are more efficiently handled by a team rather than an individual. In some cases it takes more than one to handle an item. In others the work load does not balance itself with individual operations and some operators must shift around within the team to keep the work flow smooth.

Group payroll allows employees to be grouped together in group departments to work as a team to build a group "pot" from which each employee's pay is calculated based on their contribution to the "pot".

Piecework Production -> Group Payroll Setup -> Criteria

The Criteria program is used to set up formulas to calculate pay for employees that work in a group. There are two types of criteria, Group Criteria and Employee Criteria. The Group Criteria determines how the group "pot" is built. In other words, the Group Criteria determines how the money is accumulated for the group. The Employee Criteria determines how the "pot" is distributed among the group members. These two types of criteria work together. One does not work without the other. A set of criteria needs to be defined for each different pay type.

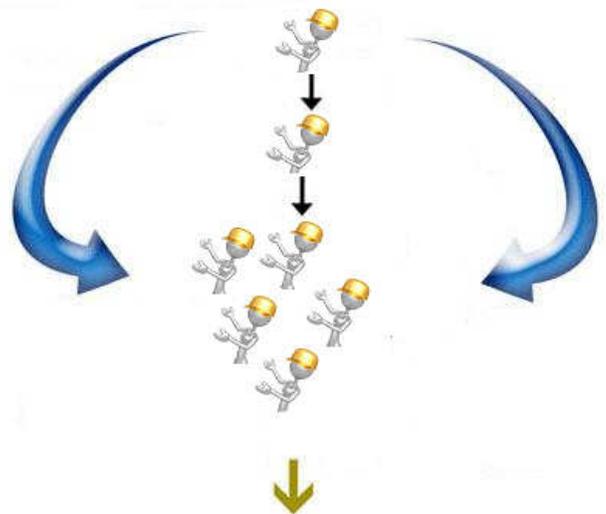
- The criteria calculations may be set up to pay per day or per payroll period.

Benefits

- **Group Learning Curve:** Group Incentives can progress as the group gets more experience with a style and the operations of a style.
- **Wand Group Coupons;** Less coupons need be printed or wanded since the group performs multiple operations and there is just one coupon per bundle per group.
- **Flexibility:** Employees may work in different groups and or non-group jobs during the same day. Each employee

in the group may have a different base rate. And a different contribution factor.

- **Group Quality:** Quality can be tracked by group or operator within the group using CIA
- **Focused Efficiency:** Keeps everyone in the group concerned about their colleagues productivity.



Powerful Automated Functions

- **Group Transfers:** Using TAS, Employees may be transferred individually or in mass to another group.
- **Incentive Pay:** Is calculated by group and distributed automatically to the individuals in the group based on criteria determined by a user determined formula. That can be set with up to 4 conditions that which must be met prior to the calculation being performed.

The Time Is Now

*Let us help you become more competitive.
Contact us today for more information.*