

## How to Make Pay Decisions Without Ratings

Using the Employee Performance Continuum

## **Employee Performance Continuum Snapshot** The 4-Box **Employee** Performance Continuum Top Performance Snapshot offers a On-Target Results transparent way with Off-Target to differentiate Behavior and "see" employee Solid Performance performance. The most Promoted 3 months ago important step in Å using the process Off-Target Results **New and Growing** is ensuring that and Off-Target employee's are Behavior ı accurately plotted ı on the Employee On-Target Behavior with Performance Off-Target Results ©2017 Employee Performance Solutions, LLC All Rights Reserved Continuum Off-Target Observable On-Target

## **Pay for Performance Sample Merit % Guidelines**

**Behaviors** 

3.75-4% 4.25-4.5% 2.5% 4.5-5% 3 - 3.25% 2% 3% 3.5 - 3.75% 4 - 4.25% 4.25-4.% 2.75% 1.5% 3.25 - 3.5% 3.5 - 3.75% Experiment with the merit numbers to fit your budget. Consider other 1.5% 2.5 – 3% factors when making pay decisions such as budget and .....0% ...... .0% ..... market placement.