

# Fluency Flashcards Set 5

## supplemental

### Instructions for printing

- **Page Scaling & Paper Size/Type**

Check that your Page Size is set to 8.5" x 11"

Choose pages 3-10 for cardstock

Page Scaling or Page Size as well as Paper Type might be in the print dialog box, or under Preferences or Properties button – be sure the setting is 100% or Actual Size and Select your Paper Type (Cardstock, Glossy Cardstock etc.) We recommend using [Avery business cards 28878](#)

If you are printing a PDF and you don't see these options, you may need to click Print Using System Dialog

- **Print Quality**

Select Best or High quality to avoid misalignment

If you do not have these options, we highly recommend feeding one sheet at a time and creating a separate print job for each

- **Feeding Sheets**

These flashcards are set up to be printed front to back (e.g., page 3 is the front side of page 4)

Fan the sheets before putting them in

Be sure not to over-fill the tray (only 1/2 or 3/4 capacity)

Gently snug the paper guides to the edges of the cards

If you're only printing a few sheets, place 20 or so sheets of plain paper underneath

If the printer is feeding more than one sheet, we would recommend feeding one sheet at a time

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Pay for performance:  
\_\_\_\_\_



PFP stands for: \_\_\_\_\_



Open system: \_\_\_\_\_



Closed system: \_\_\_\_\_



Open book management:  
What is it?: \_\_\_\_\_



Open book management:  
Goal: \_\_\_\_\_



Merit increase: \_\_\_\_\_



Stock options, profit  
sharing, gain sharing:  
**Examples of:** \_\_\_\_\_



Annual bonus: \_\_\_\_\_



Stock options: \_\_\_\_\_



**Pay for performance**

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**Compensation based on  
employee and organizational  
performance**

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**Does NOT receive input  
from outside its boundaries**

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**Receives input from outside  
its boundaries**

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**Link nonfinancial measures  
and financial results**

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**Sharing financial data with  
employees**

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**Incentive plans**

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**Salary raise without  
performance review**

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**Allowing employees to buy  
company stock**

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**Once-a-year compensation  
added to base pay**

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Profit sharing: \_\_\_\_\_



Gain sharing: \_\_\_\_\_



Piece rate: \_\_\_\_\_



Sales commission:  
\_\_\_\_\_



Goal sharing (2): \_\_\_\_\_



**Organizational**  
scorecard helps you...



**Performance** scorecard:  
\_\_\_\_\_



Performance index  
score: \_\_\_\_\_



Profit indexed  
performance pay (2):  
Compensation based on:  
\_\_\_\_\_



PIPP stands for: \_\_\_\_\_



**Employees receive saved funds from expense reduction**

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**Portion of year-end profit given to employees**

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**Portion of sales profit goes to salesperson**

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**Fixed amount for each unit created or performance completed**

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**Develop employee performance scorecards**

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- (1) Set goals**
- (2) Provide compensation for goal completion**

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**Employee score derived from performance scorecard**

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**Identifies performance areas important to organizational objectives**

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**Profit indexed performance pay**

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- (1) Employee performance**
- (2) Organizational performance**

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Incentive pay basis  
percent: \_\_\_\_\_



Threshold: \_\_\_\_\_



Exposure:  
Calculation: \_\_\_\_\_



Exposure:  
What is it?: \_\_\_\_\_



Company multiplier (2):  
\_\_\_\_\_



Multiplier scale: \_\_\_\_\_



Cross-utilization: \_\_\_\_\_



Job enlargement: \_\_\_\_\_



Job enrichment: \_\_\_\_\_



Flexible scheduling (2):  
\_\_\_\_\_



Minimum funds needed to run the business

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Proportion of employee salary eligible for incentive pay

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Cost of full PFP bonus before company multiplier

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Wages **MULTIPLIED BY** incentive pay basis percent

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Profitability index that determines company multiplier

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(1) Used to calculate PIPP  
(2) Based on profits

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Increasing job functions in a position

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Employees trained to do other jobs

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(1) Reduce work hours  
(2) Compensate for productivity

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Increasing authority within a position

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Work prospecting: \_\_\_\_\_



Improving and sustaining  
employee performance:  
**Hire/Fire:** \_\_\_\_\_



Improving and sustaining  
employee performance:  
**Work hard:** \_\_\_\_\_



Improving and sustaining  
employee performance:  
**Performance system:**  
\_\_\_\_\_



Fix-cost pay, pay for time,  
corporate socialism, performance-  
based promotions, management  
by perception, management by  
exception, entitlement thinking:  
**Known as:** \_\_\_\_\_



Steps for creating  
organizational  
scorecards (5): \_\_\_\_\_



PIPP: Components (4):  
\_\_\_\_\_



Steps for transitioning  
to pay-for-performance  
system (4): \_\_\_\_\_



**Hire** only good employees  
and **fire** the bad ones

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**Paying** employees to build  
business

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**Reengineer** the  
organization's performance  
system to maximize and  
sustain performance

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**Persuade** employees that  
working hard is in their best  
interest

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- (1) Identify goals
- (2) Determine goal weights
- (3) Select goal measures
- (4) Identify measure ranges
- (5) Assign job weights

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**Abernathy's Seven Sins of  
Wages**

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- (1) Results focus
- (2) Stakeholder pay
- (3) Job enrichment
- (4) Self-managed

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- (1) Employee salary
- (2) Incentive pay basis  
percent
- (3) Performance index score
- (4) Company multiplier

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## **NOTE**

If you are taking **BEH 5051 in Spring 2023 and beyond**, these flashcards represent the full BEH 5051 Unit 3 flashcards for your course. You may set aside or discard the BEH 5051 Unit 3 flashcards that came in your Set 5 (BEH 5042/BEH 5051) flashcard shipment, as you will not be tested on those Unit 3 flashcards in your course. However, if you have an interest in behavioral systems analysis or advanced OBM, you may choose to keep those cards for your own professional development.