

Programme on

## Result Oriented Incentive Schemes

Friday, December 21, 2018 • 9.30 a.m. to 1.00 p.m.

FOR ONLINE REGISTRATION AND PAYMENT, PLEASE CLICK

[HTTP://WWW.AMAINDIA.ORG/MANAGEMENT-TRAINING-AND-DEVELOPMENT-PROGRAM](http://WWW.AMAINDIA.ORG/MANAGEMENT-TRAINING-AND-DEVELOPMENT-PROGRAM)



at Torrent -AMA Management Centre, Core-AMA Management House, AMA Complex, ATIRA Campus, Ahmedabad 380015

### Why this Program?

- The root cause of low employee productivity is the time based system of payment.
- An organization is meant to deliver results. However most employers are eager and content with, giving away time based fixed wages, salaries, allowances, leave, retirement benefits and annual increments. They hesitate to define responsibility of teams and individuals in concrete terms and demand time bound results.
- It is difficult to change the established system of time based payment; but nothing prevents us from helping employees set their own KRA (Key Result Areas) and KPI (Key Performance Indicators) and initiate additional payment based on results the employees produce.
- This program based on the widely tried and tested practices of progressive companies, should help you define your own KRA and KPI and help other teams and individuals engaged in the business processes to do the same. Participants should also be able to devise methods of payment based on the results produced.

### For Whom?

- HODs – Heads of Divisions and Functions
- Probable members of task team required to address the issue company wide – Preferably from HR, Finance, Industrial Engineering
- Entrepreneurs - Owner Managers

### Content & Flow

- Sharing of experiences of the past on time based payment and payment by results
- What should be the outcome in the future? Begin with end in mind.
- Self Management Vs Boss Management
- Functional silos Vs multidisciplinary teams based on the business processes
- Systematic Management Process followed by the teams and individuals
- Operational KRA, Improvement KRA, Growth / Innovation KRA, Common KRA
- Making a blue print for this year's process.
- Gaining acceptance of others for the new process.
- Tips for implementation.

### Program Facilitator

**Mr. Suresh Pandit** a practicing management consultant, trainer and coach for more than 40 years, has helped, hundreds of organizations in different sectors of economy, by improving their business results through appropriate remuneration systems and processes.

**Fee:** Rs.800/- per person including GST. Fee includes course fee, cost of reading material & refreshments.

### Programme on Result Oriented Incentive Schemes

December 21, 2018

#### Registration Form:

Please fill-in and return this form along with participation fee to:

**Ahmedabad Management Association**, ATIRA Campus, Dr. Vikram Sarabhai Marg,

Ahmedabad 380 015 • **Ph.:** 079-26308601-06 • **Mobile:** 9537407187, 7069940917 • **Fax:** 079-26305692

**E-mail:** ama@amaindia.org **Website:** www.amaindia.org • **Android Mobile App:** AMA-Ahmedabad amaIndia.org

Name(s)	Position
1.	
2.	
Organisation:	
<b>GST No.:</b>	AMA GST No.: <b>24AAATA 5881D1Z0</b>
Address:	
	Pin Code:
Phone:	Mobile:
E-mail: <input type="text"/>	