

Across

1. Pay structures within an organization. It can be linked to employee appraisal.
5. Giving employees the resources, skills and authority necessary to share power with management and make decisions. Employees are then held accountable for their decisions and rewarded if appropriate.
9. Preferential hiring of relatives and friends, even though others might be more qualified for those positions.
10. An informal training process between a more experienced person and a junior employee.
14. The favoring of one group of people, resulting in unfair treatment of other groups.
15. The difference between basic pay and total earnings, due to a variety of possible factors such as overtime, bonuses, gender, age and performance.
16. Documentation created and maintained by the employer containing such information as hours worked, salaries, wages, commissions, bonuses, vacation/sick pay, contributions to qualified health and pension plans, net pay and deductions.
17. Practices and policies designed to create a work environment that makes employees want to stay with the organization, thus reducing turnover.

Down

2. Contracting out non-core functions, such as payroll, benefits administration or manufacturing, to save money and focus on what the company does best.
3. A technique using specific standards to make comparisons between different organizations or different segments of the organizations, with the intent of improving a product or service.
4. Performance-related pay which provides bonuses or base pay increases for workers who perform their jobs effectively, according to measurable criteria.
6. The final meeting between management, usually someone in the HR department, and an employee leaving the company.
7. A plan in which an employer offers employees a variety of different benefits. The employee is able to choose which benefits would fit their individual needs.
8. A workforce is comprised of permanent full-time, part-time, temporary employees and independent contractors.
11. A gradual voluntary reduction of employees (through resignation and retirement) who are not then replaced, decreasing the size of the workforce.
12. A method of training an individual or group in order to develop skills or overcome a performance problem.
13. refers to the employment contract restrictions used as a means of protecting the organization's trade secrets or proprietary information.

Copyright © 2000-2023 Chaiban Dictionaries & Center for Arabization & Unification of Terminology. All Rights Reserved.

