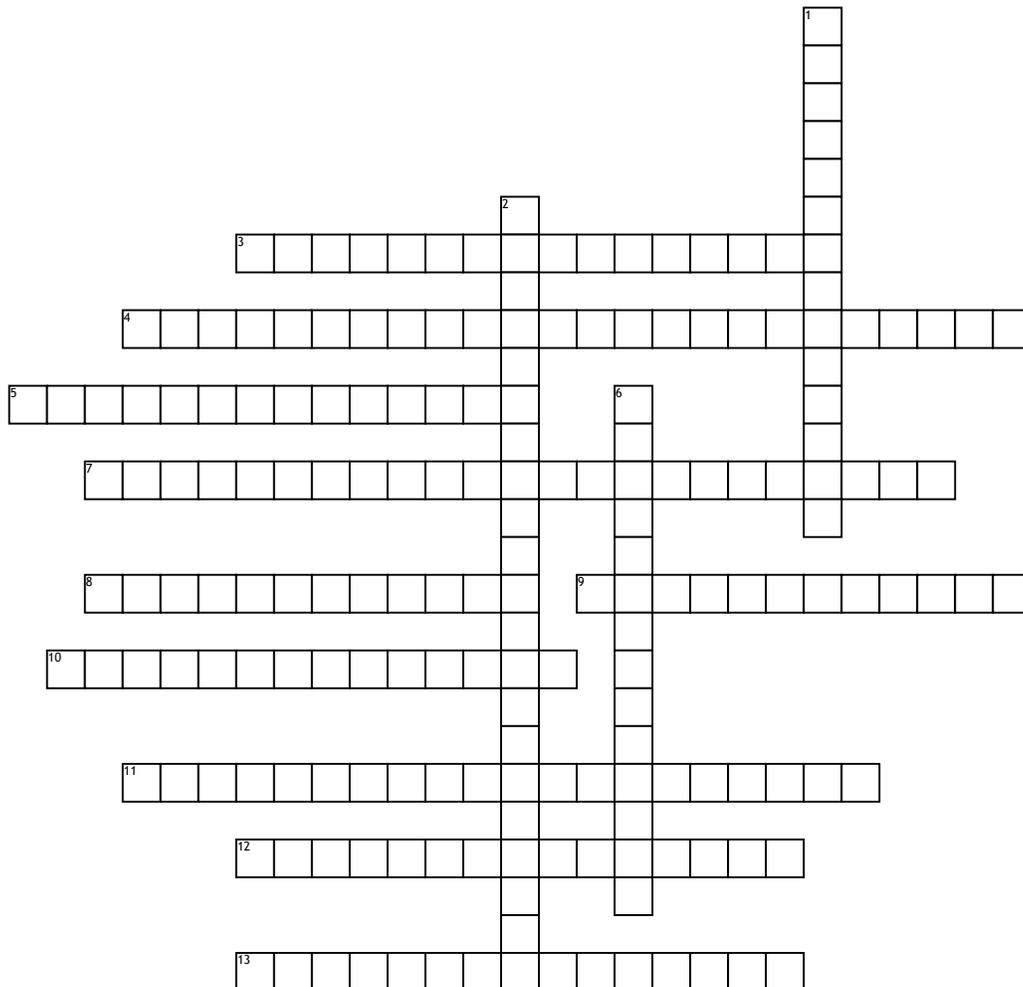


Name: _____

Date: _____

Building Pay Structures that Recognize Employee Contributions



Across

- 3. paying below minimum pay rates
- 4. reward employees based on learning new skills and knowledge
- 5. fixed base compensation
- 7. provides incentive to excel, advance pay for living expenses
- 8. represents pay rate differences for jobs of unequal worth and the framework for recognizing differences in employee contributions

Word Bank

merit increase amounts
salary only plan
person focused pay programs
merit pay systems
pay range overlap

- 9. consolidates pay grades and ranges

- 10. threatens competitive advantage
- 11. indexed as a percentage of budget, reflects prior job performance levels
- 12. adjacent pay ranges overlap where the highest rate paid in one range is above the minimum pay rate, but less than the maximum rate, in the successive pay grade
- 13. pay for performance

Down

- 1. based on fixed percentage of sales price
- 2. needs to abide by title VII of the civil rights act
- 6. paying above maximum pay rates