

PROMOTIONS BASED ON MERIT, PERFORMANCE AND EDUCATION

The existence of a merit system will promote employee recruitment and retention, adequately reward conscientious performance of normal duties and responsibilities, and provide incentives that encourage distinguished, innovative and creative achievements to meet unusual challenges and opportunities when they arise.

A performance-based merit system needs to establish a clear connection between employee performance and reward.

The other component in this process is formal education. Employees taking the initiative to further their education by attaining Associate, Bachelors or Masters Degrees should also be given preference for promotional opportunities.

When employees understand the established criteria for promotion, meaning these are the rules that apply to everyone, they can then enter the competitive process on the same playing field. This will inherently create a healthier employee and a healthier work environment.