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The Scanlon plan has been successfully used by a variety of public and private companies for many decades. These plans combine leadership, total workforce education, and widespread employee participation with a reward system linked to organization performance. The Scanlon plan is a gainsharing program in which employees share in pre-established cost savings, based upon employee effort. Formal employee participation is necessary with the Scanlon Plan, as well as periodic progress reporting and an

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The Scanlon Plan has outlived many fads and evolved through human relations thinking to organizational change and development to an ever increasing body of gain sharing literature. It remains a viable means to promote and reward labor-management cooperation and improve efficiency and competitiveness.

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Will higher pay provide an incentive for better work? Can productivity be increased by changing the way workers are compensated? In response to the urgent need to improve productivity performance in American industry, leading economists examine alternative compensation schemes to assess their efficiency in raising productivity. Over the years a number of suggestions have been made for improving labor productivity by changing the manner in which laborers are compensated for their efforts. The ideas presented and analyzed in this volume have all been put into practice, in modified form or on a small scale, in the United States or elsewhere. Some are new; others quite old. David I. Levine and Laura D'Andrea Tyson consider the effects of employee participation in decisionmaking on firm performance, and Martin L. Weitzman and Douglas L. Kruse discuss the implications of profit sharing and related forms of pay for group performance. Michael A. Conte and Jan Svejnar analyze employee stock ownership plans in the United States and other forms of worker ownership in Europe; Masanore Hashimoto uses a transaction-cost perspective to assess Japanese employment and wage systems. Daniel J. B. Mitchell, David Lewin, and Edward E. Lawler III give an overall analysis of traditional and alternative pay systems, their history, development, and current use, and recommend further experimentation with alternative compensation plans to ensure more adaptability on the part of U.S. firms. Blinder provides an overview of the findings and conclusions.

This title was first published in 2001. This title was first published in 2001. The core of this thoroughly revised book is a directory of more than 700 methods. Each entry typically comprises an explanation, a bibliography, and cross-references. Other features include a review of different approaches to classifying the methods, and two valuable appendices; the first is to help practitioners analyse their methods; the second providing details of relevant books, journals and other information sources.

Utopian ventures are worth close attention, to help us understand why some succeed and others fail, for they offer hope for an improved life on earth. Utopias and Utopians is a comprehensive guide to utopian communities and their founders. Some works look at literary utopias or political utopias, etc., and others examine the utopias of only one country: this work examines utopias from antiquity to the present and surveys utopian efforts around the world. Of more than 600 alphabetically arranged entries roughly half are descriptions of utopian ventures; the other half are biographies of those who were involved. Entries are followed by a list of sources and a general bibliography concludes the volume.

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