

Employee Incentive Plan

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DI 3.3 Demonstrate and promote responsible use of resources including employees, money, time, water, energy, food, and disposable goods

- ☐ Evaluate and write plan for improved resource use in Food and Nutrition Department (DI 3.3) (1)

Resource: Employees

Problem: When looking through current job descriptions and from personal observation, it appears as though employees have a lot of ‘down time’ or time when their duties are lighter. At the same time, the quality of the food we serve is not at the desired level.

Is there a way we can motivate employees to better utilize their time in putting more effort in preparing and providing a product that is high in quality?

Proposed plan:

When members of a group are provided a personal incentive separate from the ‘general good’, they are increasingly likely to contribute more to the group, thus resulting in a more effective use of labor and an increase in the quality of the product. The incentive in this case will be an employee bonus.

In order to increase employees’ awareness of the incentive I will create a chart that will record their progress towards the goal month to month. Having this visual will not only serve as a reminder of the group goal to “improve quality of food” but will also provide them encouragement as they see progress towards their own personal goal of obtaining the bonus.

Group Goal:

Improve the quality of the food.

Baseline Currently at 71.2% combined.

Threshold: Improve to 73.5 % by **1/15/11**

Target: Improve to 75 % by **3/15/11**

Maximum: Improve to 76.5 % by **6/30/11**

Personal Goal:

Employee bonus/incentive. The bonus is incremental based on the percentage met as a group for the above goal by the end of the fiscal year (June 30, 2011). If the threshold is met, a bonus will be received, but this bonus will be larger if the target or maximum is met.

Threshold: Improve to 73.5 % = \$375

Target: Improve to 75 % = \$550

Maximum: Improve to 76.5 % = \$750