

## Performance Management Hay Group

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Non-Financial Reward System. The modern-day employee is no longer simply motivated by their salary and, for this reason, organisations regularly attempt to incentivise workers with non-financial methods. This rapidly evolving trend was described by the Hay Group as "the primary vehicle in attracting and retaining talent" and a "key motivator and driver for employee engagement" and hence any organisation neglecting this motivation technique is failing to maximise their employee's ...

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Performance management systems are the subject of lively debate, and top priority for smart forward-thinking organizations. Traditional systems reward individual achievement at the expense of collaboration and teamwork. They goal-set and evaluate annually, fixed thinking that is not agile enough for today's mindset.

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To respond effectively, organizations will be challenged to establish the cultures, processes and systems that promote meaningful collaboration and motivate and inspire performance in new ways. Korn Ferry Hay Group's Employee Effectiveness normative data are based on the perspectives of 6.4 million employees in 390 organizations worldwide, in a wide variety of industries.

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