

Anforderungen An Leistungsorientierte Vergütungssysteme Und Umsetzungsmöglichkeiten Am Beispiel Der Gmünder Ersatzkasse Gek - Alexander Wurst

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Das bestehende Vergütungssystem bei der Gmünder Ersatzkasse (GEK) nach dem Ersatzkassen-Tarifvertrag (EKT) ist nicht mehr zeitgemäß. Durch die Entlohnung über einen Zeitlohn, bei dem es nur auf die Anwesenheit eines Mitarbeiters ankommt, besteht für die Mitarbeiter kein ausreichender Anreiz, gute Leistungen abzuliefern. Außerdem ist das jetzige Vergütungssystem nach dem Senioritätsprinzip organisiert. Das bedeutet, dass, unabhängig von der Leistungserbringung eines Mitarbeiters, das Gehalt mit seinem Alter stetig erhöht wird. Dadurch besteht die Gefahr, dass einerseits junge Mitarbeiter, die gute Leistungen erbringen, keine angemessene Vergütung für ihre Leistungen erhalten. Andererseits bleiben schlechte Leistungen in der Bemessung der Vergütung unberücksichtigt. Es soll deshalb ein leistungsorientiertes Vergütungssystem eingeführt werden. Ein solches System soll die Mitarbeiter dazu bewegen, sich im Sinne des Unternehmens zu verhalten und eine höhere Leistungsbereitschaft an den Tag zu legen. Dadurch kann die Effizienz des Unternehmens gesteigert und damit die Wettbewerbsfähigkeit verbessert werden. Zudem soll eine gerechtere Vergütung erreicht werden, indem jeder Mitarbeiter die Möglichkeit haben soll, durch seine Leistung direkten Einfluss auf sein Gehalt zu nehmen.

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