

Gainsharing vs. Profit Sharing

Gainsharing

- Based on operational performance
- Paid more frequently than annually
- Focused on the internal efficiency of the organization
- Links employee performance to savings which result in payouts

Employee share

Profit Sharing

Employee share

- Based on year-end profit
- Paid annually or on retirement
- Focused on the external effectiveness of the organization
- Links financial success of the business to payouts

Participative Gainsharing

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