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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 (SP) is a systematic approach to enhancing organizational effectiveness through a formal participation program and a financial bonus. It has met with varying degrees of success. The present study is an investigation of factors that account for this variation in success. SP success was found to be positively related to the average level of participation in decision making reported by employees, to the number of years a company had had an SP, managerial attitudes, chief ...

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The Man and the Plan - EPIC-Organizations

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