(Mr. Tenkey's Tips # 506)

February 26, 2021



Dear Management: Changing paydays, is always a difficult task.  
  
And with today's pulls on people's pocket books... even more momentous.  
  
So, what do you do?  
  
Well, like with most things... come up with a plan.  
  
General example of this would be, changing from a weekly, bi-weekly or a "real"-time structure... to let's say semi-monthly.  
  
Obviously you'll still pay people for the hours they work...  
  
The only change will be WHEN you'll be doing so.  
  
Push-back will be tough... but remember the "WHY's" of the change.  
  
\*\*\* efficiency, effective time for review, less errors, better process control, etc.  
  
So in that plan, what is your worse case?  
  
People being delayed pay for 1 to two weeks... then re-sync with new pay date...  
  
Is that so bad? They will be paid, eventually... Right?  
  
OK, I HEAR YA... those employee's grumbles WILL grow louder as they contemplate the change.  
  
So?  
  
What about a "change" bonus to everyone in the company that receives an hourly/salaried wage?  
  
Think that's crazy?  
  
Well if you add up the costs and benefits of the change... and they don't FAR EXCEED that small 1-time bonus (to appease the masses).  
  
Then yes... you are crazy and should forget doing this change all together.  
  
(More blog posts or buying my book @ www.mrtenkey.com)