(Mr. Tenkey's Tips # 506)

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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)