

"Pulling Your Own Weight?"

For *all* employees that work with us, a systematic approach: does every one contribute (at least) as much as he or she costs?

(This does not pretend to be simple, nor absolute. It cannot have any consequences whatsoever from management to the individual employee. It does, however, pretend to cause the individual employee to evaluate his or her contribution).

We'll separate things in an objective and a subjective evaluation.

1. Objective Balance ("Euro's; Dollars"):

- to be put together by management
- for every employee
- at the end of every quarter

Costs (€€; \$\$):

- gross salary paid
- all stipends (everything the organization has paid for- or reimbursed to the employee), such as
 - training
 - transportation costs
 - workrelated items
 - etc.

Results (€€; \$\$):

- revenue, from time spent directly with clients
- revenue, from time spent indirectly / for clients

2. Subjective Balance:

per quarter, every individual employee fills out an Excel sheet (available through the Mendel Foundation) for all declared and paid working hours:

- Column 1: topic, on/for what
- Column 2: # of hours, spent per month on each topic;
- Column 3: importance, "worth" for the employee him/herself;
- Column 4: importance, for the Mendel Foundation / Mendel Society;
- Column 5: importance for the clients;
- Column 6: the product of the values set in columns 2 till 5.

It should be of interest to sort the rows according to the order of the values put in column 6: which activity has yielded the most, all the way to the one that yielded the least?