

Summary, outline, or diagram of key concepts:

Compensation Management: good working conditions, sound employment practices, and compensation
-compensation: financial remuneration by employers to employees in exchange for their work (salaries, wages, benefits)

-wage mix: both external (area, cost of living, inflation) and internal factors (job's worth, employee's worth, ability to pay) that influence pay rates

-benefits: noncash compensation; six categories

- Legally required benefits: SS, family and medical leave
- Health insurance
- Retirement
- Insurance: life, disability
- Paid time off
- Employee services: child care, health club

-government influence:

- Compensation regulations: FLSA (equal working rights), equal pay act
- Benefits regulations: SS act (protect against loss of earnings), employment retirement income security act, pension reform law (pg. 394)

Staffing (determining the appropriate number of employees) **and Scheduling** (having the correct number of employees on schedule): determined by operational differences (busy times, labor turnover) and type of foodservice
-the organization needs a mix of employees:

- Part-time: majority of the staff, college students and high-school students, split-shift scheduling (employees work during peak hours only)
- Temporary and leased employees

-Indices for staffing: help managers in various segments of the foodservice industry

-productivity levels: help determine staffing needs and evaluating employee performance, FTEs, meal equivalent

-Issues in employee staffing: foodservice does not quite have two full shifts

-3 types of schedules: Master schedule, shift schedule, staggered schedule

-overtime: overtime needs to be controlled b/c it can drive up labor costs

So . . .

In order to take care of the people you serve in your job, you need to take care of your employees! One topic I felt was interesting in my future management position, is to control overtime costs. If you are careless in tracking your overtime, labor will increase and the overall pay to your employees will have to decrease. This is one minor detail that should always be remembered to help employees receive the overall best benefit.

I'm still not sure about:

I was a little confused about the 3 different types of schedules. Is it important to have all 3 types of schedules or is it suitable to only have one in an organization?