

# Policy: Rewarding Good Performance

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Applicability – All employees

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This is our policy that we reward “Good Performance” and penalize “Bad Performance”. Increments, promotions, and rewards will only be given to team members who have “Good Performance”.

All Management, HODs, Managers and Supervisors are expected to end their “Suppressive Reasonableness” and demand “Good Performance” from self as well as their subordinates.

## Definitions:

**Good Performance:** Following are the indicators of good performance:

1. High/increasing KPIs/stats.
2. Working out solutions and handling situations using knowledge, experience, and resources at one’s disposal.
3. Stopping/reducing the wastage of company’s resources.
4. Creating a good image of the company.
5. Helping one’s co-workers.
6. Replying to communications on time.

**Bad Performance:** Following are the indicators of bad performance:

1. Low/decreasing KPIs/stats.
2. Complaining and blaming others for one’s own low performance.
3. Ignoring situations.
4. Delaying handling of situations.
5. Nattering/ gossiping about your co-workers.
6. Not replying communications on time.

**Suppressive Reasonableness:** Reasonableness means one accepts the reasons why a situation cannot be handled instead of looking for solutions or accepting the justifications for mistakes and not taking any corrective actions. When seniors become reasonable and accept the blaming attitude of their subordinates, they encourage the bad performance. This reasonableness costs very high to the company and is suppressive for the company and employees’ growth.



*OK Approved*  
Prepared & Approved By  
Management