

Proposition: Individual performance-based compensation, such as KPIs, is the best way to get the most out of the organization

Summary of main arguments FOR

- Promotes employee self-drive and boundary-pushing.
- Top performers foster team success and guidance.
- Financially effective win-win approach.
- Fuels competitive attitude and productivity.
- Customized motivation and goal alignment.
- Enhances employee retention and loyalty.
- Aligns with intrinsic psychological needs.
- Retains high-performing employees.
- Aligns individual and organizational goals.

Summary of main arguments AGAINST

- Encourages unethical behavior and competition.
- Erodes teamwork and prioritizes individual gain.
- Blurs roles and creates pay dissatisfaction.
- May jeopardize organizational principles.
- Hinders innovation and creativity.
- Increases job stress and mental health risks.
- Encourages a focus on quantity over quality.
- Neglects the company's objectives.
- Shifts focus from the company's mission.
- Threatens profits and productivity.

Individual performance-based compensation – Strongest arguments FOR (with evidence)

Team 13 - STRONGEST argument FOR debate topic 1: Sense of Achievement: Meeting or exceeding KPIs gives employees a sense of accomplishment, increasing engagement and job satisfaction, which results in heightened team effectiveness and a favorable, cooperative work environment, and fostered growth. Team 13 - EVIDENCE supporting your STRONGEST argument FOR debate topic 1: According to Gallup's research, people want purpose and meaning from their work. They are aware of how their work impacts the organization's objectives. They want to be known for what makes them unique. All of these drive employee engagement. <https://www.gallup.com/workplace/285674/improve-employee-engagement-workplace.aspx#ite-357473>

Team 7 - STRONGEST argument FOR debate topic 1: Aligning employee interests with the organization's goals boosts productivity and cultivates a culture of accountability and excellence. Team 7 - EVIDENCE supporting your STRONGEST argument FOR debate topic 1: <https://shorturl.at/ceGL6> , <https://shorturl.at/gFLR1>

Team 9 - STRONGEST argument FOR debate topic 1: Individual performance-based pay aligns individual and organizational goals. Having quantifiable metrics makes performance evaluation more concrete, while financial rewards linked to them makes employees feel they are fairly compensated for their work, boosting job satisfaction and productivity for the organization. Team 9 - EVIDENCE supporting your STRONGEST argument FOR debate topic 1: An article from IZA World of Labor suggests individual performance-based compensation can be an effective way to increase labor productivity, which is essential for organizational success. <https://wol.iza.org/articles/performance-related-pay-and-labor-productivity/long>

Team 8 - STRONGEST argument FOR debate topic 1: Boost productivity: It helps motivate staff to excel and boosts productivity, as it connects effort to rewards, enhancing job satisfaction and talent recognition, and fostering senses of autonomy, responsibility, competition, and innovation among employees. Team 8 - EVIDENCE supporting your

STRONGEST argument FOR debate topic 1: <https://smallbusiness.chron.com/teambased-compensation-vs-individual-17583.html>

Team 6 - STRONGEST argument FOR debate topic 1: Performance-based systems motivate employees to work harder, reach pay goals, develop new skills, and drive self-improvement as it gives them clear goals and employees can directly focus at it. Team 6 - EVIDENCE supporting your STRONGEST argument FOR debate topic 1: <https://www.indeed.com/career-advice/pay-salary/pros-and-cons-of-pay-for-performance>

Team 14 - STRONGEST argument FOR debate topic 1: The adoption of individual performance-based compensation clearly demonstrates its capability to significantly enhance productivity across a various industries. Team 14 - EVIDENCE supporting your STRONGEST argument FOR debate topic 1: As reported by JSPM, KPIs boost performance: 50-75% in hotels (Vanany & Tanukhidah, 2004), 46.2% in online retail (C. L. Yang & Huang, 2011), 47% in hospital X-ray efficiency, and 96% in radiographer productivity. Ref : https://www.researchgate.net/publication/344493860_KEY_PERFORMANCE_INDICATORS_A_SYSTEMATIC_LITERATURE_REVIEW

Team 12 - STRONGEST argument FOR debate topic 1: The system can enhance worker motivation, effort, and loyalty to the firm. It can improve job satisfaction, reduce absenteeism and turnover rates. The level of effectiveness relates to the design and the type of firms. (<https://wol.iza.org/articles/performance-related-pay-and-labor-productivity/long#:~:text=Pay%20incentives%20raise%20job%20satisfaction,workers%20to%20high%20productivity%20ofirms.>) Team 12 - EVIDENCE supporting your STRONGEST argument FOR debate topic 1: Shifting employees from fixed wages to partially performance-based compensation (PPBC) leads to a substantial 9.53% increase in the productivity. (<https://www.sciencedirect.com/science/article/abs/pii/S1044500519300460>)

Team 16 - STRONGEST argument FOR debate topic 1: Individual performance-based compensation is the best way to get the most out of the organization since it promotes employee self-drive. By trying compensation solely to performance, such a system creates incentive structures that encourage employees to push their boundaries. A survey conducted by the Society for Human Resource Management found that 82% of organizations reported an improvement in employee performance after implementing performance based pay programs. Team 16 - EVIDENCE supporting your STRONGEST argument FOR debate topic 1: <http://surl.li/mfix>

Team 11 - STRONGEST argument FOR debate topic 1: Contrary to the misconception that individual rewards cause team resentment, rewarding top performers actually fuels team success. Individual incentives foster autonomy and motivation, while spotlighting excellence inspires emulation, not hatred. Colleagues turn to top performers for guidance, fostering healthy competition and a supportive team. This synergy maximizes output and profits for shareholders. Team 11 - EVIDENCE supporting your STRONGEST argument FOR debate topic 1: In a study with 256 participants, rewarding top performers inspired healthy competition, improving task quality. This suggests well-designed individual rewards boost team performance, promoting learning and development. Incentives aligned with clear goals sustain focused efforts, fulfilling competence and autonomy needs, enhancing motivation. <https://mikechristian.web.unc.edu/wp-content/uploads/sites/13307/2016/11/Pearsall-Christian-Ellis-2009-JAP.pdf>

Team 15 - STRONGEST argument FOR debate topic 1: Performance-based compensation is a financially effective and practical approach that can significantly benefit a company's bottom line. By paying employees a lower base salary and linking their earnings directly to their performance, businesses can achieve a win-win scenario. Team 15 - EVIDENCE supporting your STRONGEST argument FOR debate topic 1: <https://www.forbes.com/sites/louismosca/2021/06/07/6-reasons-why-pay-for-performance-is-a-game-changer/?sh=15f34d2471b7>

Team 10 - STRONGEST argument FOR debate topic 1: Performance based compensation helps foster competitive attitude within the organization as it shows employees who is better than who. This competitiveness is especially useful for companies whose businesses heavily depend on employees' individual performance. This will pressure employees to work harder to achieve a higher salary than their peers and therefore increase productivity of the employees and the companies. Team 10 - EVIDENCE supporting your STRONGEST argument FOR debate topic 1: The cited link stated that

“Incentives push people to become more creative and find new ways of doing things. Competing with each other inspire people to put in more effort, work harder, and become more productive”. <https://shorturl.at/hqKS1>

Team 5 - STRONGEST argument FOR debate topic 1: Increased productivity: As employees have a clear understanding of what is expected of them through KPIs, they tend to focus their efforts on tasks that directly contribute to these goals.

Team 5 - EVIDENCE supporting your STRONGEST argument FOR debate topic 1: <https://shorturl.at/ejuWZ>

<https://rb.gy/5y5y8>

Individual performance-based compensation – Unique arguments FOR (with evidence)

Team 13 - UNIQUE argument FOR debate topic 1: Selecting the right KPIs sparks innovation, improves performance, and fosters creativities in the operations. Team 13 - EVIDENCE supporting your most UNIQUE argument FOR debate topic 1: <https://www.indeed.com/career-advice/career-development/key-performance-indicators>

Team 7 - UNIQUE argument FOR debate topic 1: It can be viewed like an adventure in video games, where players receive rewards from their challenging tasks achievement. Employees can be motivated through KPIs to embark on their unique career journeys. Team 7 - EVIDENCE supporting your most UNIQUE argument FOR debate topic 1: <https://shorturl.at/pyDNU>

Team 9 - UNIQUE argument FOR debate topic 1: Performance-based pay incentivizes excellence as an individual, fostering healthy competition. Evaluation based on results of work disregards bias such as ethnicity, seniority, or experience. It reduces fear of unjust assessments, promotes a good work environment, and drives employees to maximize organizational output. Team 9 - EVIDENCE supporting your most UNIQUE argument FOR debate topic 1: The article cites “In this competitive environment, many organizations are turning to variable pay programs to keep top recruits' and top-performing employees' pay competitive with the market” <https://www.thehumancapitalhub.com/articles/Why-Performance-Based-Pay-Is-Important-For-Every-Organisation>

Team 8 - UNIQUE argument FOR debate topic 1: Customized motivation and goal alignment: By understanding and integrating individual motivational drivers, these systems may help boost commitment and performance among staff. The strategic alignment of personalized employee goals with company objectives ensures a unified direction, with each member contributing purposefully to the broader mission. Team 8 - EVIDENCE supporting your most UNIQUE argument FOR debate topic 1: https://www.mspb.gov/studies/studies/Designing_an_Effective_Pay_for_Performance_Compensation_System_224104.pdf

Team 6 - UNIQUE argument FOR debate topic 1: Performance-based system helps the company to identify subpar KPIs. The company can analyze this data to find out it causes and implement improvements to solve the problems. Team 6 - EVIDENCE supporting your most UNIQUE argument FOR debate topic 1: <https://apspayroll.com/blog/does-performance-based-pay-make-sense-your-company/>

Team 14 - UNIQUE argument FOR debate topic 1: KPIs empower employees to set their own objectives and evaluate their performance to better align employee performance with company goals. Team 14 - EVIDENCE supporting your most UNIQUE argument FOR debate topic 1: Based on the research from Mahidol University, It is shown that there is a remarkable 50% performance improvement for employees (Bersin, 2017). As it allows employees to self-improve, evaluate their progress, and ensure they are on the right path to accomplishing their objectives. Ref : <https://archive.cm.mahidol.ac.th/bitstream/123456789/3852/1/TP%20EM.016%202020.pdf>

Team 12 - UNIQUE argument FOR debate topic 1: This compensation measure leads to high competition among the team. When employees are primarily rewarded based on their individual performance, it can create unhealthy competition within the organization. In this competitive environment, individuals may be more focused on outperforming their colleagues. Instead of working together to achieve organizational goals, employees may view their colleagues as obstacles or competitors. This can hinder the development of collaborative work culture. Team 12 - EVIDENCE supporting your most UNIQUE argument FOR debate topic 1: There appear to be more negative consequences among those who are aware of being disadvantaged by pay dispersion, while the positive effects seem rather small. Other research has shown that actual high horizontal pay dispersion may constitute a negative correlation of both employee performance and remaining intention in competitive organizations (e.g., Bloom, 1999, Bloom & Michel, 2002). <https://www.diva-portal.org/smash/get/diva2:1651786/FULLTEXT01.pdf>

Team 16 - UNIQUE argument FOR debate topic 1: Individual performance-based compensation is the best way to get the most out of the organization since it promotes employee retention. Providing competitive compensation based on performance can help keep employees satisfied and increase retention rate, allowing organizations to maintain better

talent-pipeline. Team 16 - EVIDENCE supporting your most UNIQUE argument FOR debate topic 1:
<https://www.netsuite.com/portal/resource/articles/human-resources/employee-retention-metrics.shtml>

Team 11 - UNIQUE argument FOR debate topic 1: The individual reward system serves as a powerful motivator within organizations, fostering talent loyalty. Recognizing individual contributions makes employees feel valued, fostering a sense of belonging and commitment. This loyalty positively impacts firm performance, reduces HR costs, and is invaluable for the company. Team 11 - EVIDENCE supporting your most UNIQUE argument FOR debate topic 1: Positive incentives significantly affect individuals, their performance, and, consequently, customers. Such incentives may include recognition. Recognition should be based on contributions, skills, and experience, irrespective of demographics. Studies on employee satisfaction highlight a well-managed, supportive work environment with this study. The study reveals that recognition correlates with employee loyalty. <https://eprajournals.com/IJSR/article/7213/download>

Team 15 - UNIQUE argument FOR debate topic 1: Performance-based compensation systems can effectively enhance employee motivation and performance when it is designed to align with intrinsic psychological needs and provide meaningful recognition and feedback. This is supported by Cognitive Evaluation Theory (CET) as it highlights the significance of intrinsic motivation, autonomy, competence, and relatedness. Team 15 - EVIDENCE supporting your most UNIQUE argument FOR debate topic 1: <https://www.diva-portal.org/smash/get/diva2:1651786/FULLTEXT01.pdf>

Team 10 - UNIQUE argument FOR debate topic 1: Performance based compensation helps retain high performing employees. This is because the system will naturally reward those employees with high compensation, thus incentivizing them to continue their career at their current organization. Therefore, organizations, especially NGOs, will have a lower risk of business disruption from their top-talents leaving the company and will not have to waste resources on finding, recruiting, and training replacement employees. Team 10 - EVIDENCE supporting your most UNIQUE argument FOR debate topic 1: Non profit organizations have a high employee turnover rate of 21%; one of the reasons cited is lack of appreciation or compensation. In other words, the pay is relatively low compared to their perceived contribution. <https://shorturl.at/CP134>

Team 5 - UNIQUE argument FOR debate topic 1: Aligns individual and organizational goals : KPIs align individual and organizational goals, customizing objectives of each department and motivating employees to commit to long-term success. Team 5 - EVIDENCE supporting your most UNIQUE argument FOR debate topic 1: <https://rb.gy/zldpd>
<https://rb.gy/bxkt6>

Individual performance-based compensation – Strongest arguments AGAINST (with evidence)

Team 13 - STRONGEST argument AGAINST debate topic 1: Reliance on individual performance-based compensation, such as KPIs may lead to tunnel vision, causing businesses to prioritize metrics over broader goals. This can result in missed opportunities and misaligned actions. Team 13 - EVIDENCE supporting your STRONGEST argument AGAINST debate topic 1: According to Harvard Business Review Studies, when organizations excessively focus on specific KPIs or short-term metrics, they often miss long-term opportunities and strategic goals. The research emphasizes the risks of narrow metrics. <https://hbr.org/2019/09/dont-let-metrics-undermine-your-business>

Team 7 - STRONGEST argument AGAINST debate topic 1: KPIs' short-term focus can undermine job standards and creativity, hindering both short and long-term organizational success. Team 7 - EVIDENCE supporting your STRONGEST argument AGAINST debate topic 1: <https://shorturl.at/hlBK1>

Team 9 - STRONGEST argument AGAINST debate topic 1: Individual performance-based compensation also poses serious effects to organizations because, when employees compete with each other or pursue the reward, an unhealthy environment occurs - leading to unethical behavior of people in the working environment. Workers may perform selfish activities in order to get their own interest and finally beget an immoral workplace. Team 9 - EVIDENCE supporting your STRONGEST argument AGAINST debate topic 1: A Harvard Business Review article titled "Why Incentive Plans Cannot Work" by Alfie Kohn suggests that incentive plans that are related to individual performance aspects can contribute to decreased intrinsic motivation and also impact overall performance. <https://hbr.org/1993/09/why-incentive-plans-cannot-work>

Team 8 - STRONGEST argument AGAINST debate topic 1: Unethical competition and culture: It creates individualism and distrust culture, such as hoarding information, sabotaging others, or focusing on short term gain rather than long term value, causing them to value quantity over quality. Team 8 - EVIDENCE supporting your STRONGEST argument AGAINST debate topic 1: <https://www.linkedin.com/advice/0/what-pros-cons-individual-vs-team-based>

Team 6 - STRONGEST argument AGAINST debate topic 1: Being evaluated compared to other colleagues causes job pressure and rule-breaking, especially when facing ethical dilemmas. Employees will try to cover up bad deeds, overreport numbers, etc. Team 6 - EVIDENCE supporting your STRONGEST argument AGAINST debate topic 1: <https://hbr.org/2018/12/when-competition-between-coworkers-leads-to-unethical-behavior>

Team 14 - STRONGEST argument AGAINST debate topic 1: Decreased Team Productivity: When employees concentrate solely on individual objectives, it may disrupt their ability to achieve team goals, which can have a more significant impact on the company's overall performance. Team 14 - EVIDENCE supporting your STRONGEST argument AGAINST debate topic 1: According to Team Engine, 85% of people feel that micromanagement negatively impacts morale in the workplace, and 75% said that it affects their performance. <https://www.teamengine.io/blog/paying-for-performance>

Team 12 - STRONGEST argument AGAINST debate topic 1: Management can use this system to transition model employees into supervisors. It also benefits the HR department, as it can attract potential job applicants and improve employee retention. (<https://www.thehumancapitalhub.com/articles/Why-Performance-Based-Pay-Is-Important-For-Every-Organisation>) Team 12 - EVIDENCE supporting your STRONGEST argument AGAINST debate topic 1: KPIs enhance retention, engagement, and growth by setting expectations, providing feedback, and fostering a culture of recognition and development. (<https://www.linkedin.com/advice/1/how-can-kpis-help-you-improve-employee-retention>)

Team 16 - STRONGEST argument AGAINST debate topic 1: Individual performance-based compensation is NOT the best way because it will negatively affect the company culture. With compensation based solely on the performance, individuals within the organization will be more competitive creating an unhealthy environment within the office. This negatively affects the employee's morale hence devaluing the company culture. Team 16 - EVIDENCE supporting your STRONGEST argument AGAINST debate topic 1: <https://www.leapsome.com/blog/compensation-management-and-employee-performance>

Team 11 - STRONGEST argument AGAINST debate topic 1: Individual rewards may cultivate a competitive atmosphere, undermining collaboration. Relying solely on such incentives can erode teamwork, promoting a self-centered mindset that disrupts innovation and unity, ultimately countering the system's intended efficiency. Team 11 - EVIDENCE supporting your STRONGEST argument AGAINST debate topic 1: Often, when employees compete, individual rewards can overshadow collaboration. Consider a monthly leaderboard: when employees solely prioritize their own ranking, it can harm the team culture. They focus on personal results rather than overall business success, hindering collaboration. <https://www.forbes.com/sites/forbeshumanresourcescouncil/2022/11/03/when-a-competitive-workplace-culture-turns-toxic/?sh=7a65306356b1>

Team 15 - STRONGEST argument AGAINST debate topic 1: Fairly and accurately compensating employees using this technique is a complex challenge. The blurred line between job roles and pay scales often leads to confusion. Failure to define compensation and performance metrics can cause misunderstandings about the company's expectations for meeting pay targets. This miscommunication may result in employee dissatisfaction and frustration when their expected pay falls short. Team 15 - EVIDENCE supporting your STRONGEST argument AGAINST debate topic 1: <https://apspayroll.com/blog/does-performance-based-pay-make-sense-your-company/>

Team 10 - STRONGEST argument AGAINST debate topic 1: The subject compensation may possibly jeopardize the organization's core principles and ethical standards. It may also put employees against each other which will have a negative impact on teamwork and collaborative efforts. Thus, it will not sustain in the long run. However, to get the most in the long run, the company should nurture intrinsic motivation within individuals to promote creativity and cultivate deep commitment to organization's mission and values. Team 10 - EVIDENCE supporting your STRONGEST argument AGAINST debate topic 1: A research from the book called 'Drive' underscores the significance of intrinsic motivation. A book 'Punished by Rewards' proposes that the reward system may encourage employees to prioritize meeting particular goals, thus threatening a company's ethical standards. Hence, rather than depending solely on performance incentives, organizations can promote cultures centered on shared values and sustained employee contentment. <https://shorturl.at/ikGHT> <https://shorturl.at/E1247>

Team 5 - STRONGEST argument AGAINST debate topic 1: Eroding Teamwork: When employees are motivated solely by the incentive to receive a higher wage, employees may prioritize individual achievements over team's accomplishment, which can undermine the cohesion and effectiveness of the team. Team 5 - EVIDENCE supporting your STRONGEST argument AGAINST debate topic 1: <https://rb.gy/lfixi>

Individual performance-based compensation –Unique arguments AGAINST (with evidence)

Team 13 - UNIQUE argument AGAINST debate topic 1: KPIs could provide employees incentives to perform unethical activities if they want higher bonuses or are surrounded by unbearable pressure to meet the goal. Team 13 - EVIDENCE supporting your most UNIQUE argument AGAINST debate topic 1: Wells Fargo scandal in 2016. Employees created fake accounts in the names of existing customers without their consent, to meet aggressive sales targets and earn bonuses. <https://www.nbcnews.com/news/investigations/phony-bank-accounts-resurface-wells-fargo-twist-rcna98005>

Team 7 - UNIQUE argument AGAINST debate topic 1: KPIs can't gauge unquantifiable things such as relationships or corporate culture, vital for organizational health, even if targets are met. Team 7 - EVIDENCE supporting your most UNIQUE argument AGAINST debate topic 1: <https://www.betteryou.ai/disadvantages-of-kpis/>

Team 9 - UNIQUE argument AGAINST debate topic 1: KPI overemphasis may hinder innovation and creativity inside organizations. Employees that are just concerned with achieving predetermined criteria could be reluctant to take chances or pursue innovative ideas. Therefore, organizations unintentionally inhibit the very traits necessary to remain competitive in today's quickly changing business environment by promoting a culture that values KPIs above all else. Team 9 - EVIDENCE supporting your most UNIQUE argument AGAINST debate topic 1: The article cites "When financial rewards are directly stuck to specific facets, employees may avoid innovative approaches or projects that don't guarantee immediate, quantifiable success." <https://www.linkedin.com/pulse/kpi-evolution-luke-jamieson>

Team 8 - UNIQUE argument AGAINST debate topic 1: High stress level: While the compensation systems do incentivise employees to work hard, they also result in raising the risk of job stress and symptoms of depression/anxiety. Employees may often feel pressured to exert themselves excessively. Team 8 - EVIDENCE supporting your most UNIQUE argument AGAINST debate topic 1: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC10002074/>

Team 6 - UNIQUE argument AGAINST debate topic 1: Employees are often discouraged because the spot for winners is limited. A minority of employees are rated, leaving a big group of middle and low performers behind. Team 6 - EVIDENCE supporting your most UNIQUE argument AGAINST debate topic 1: <https://www.unison.org.uk/content/uploads/2019/05/Performance-related-pay.pdf>

Team 14 - UNIQUE argument AGAINST debate topic 1: Risk of Fraud: Individual performance-based compensation systems are susceptible to manipulation, leading to fraudulent activities and compromising organizational integrity. Team 14 - EVIDENCE supporting your most UNIQUE argument AGAINST debate topic 1: According to Vinod Bidwaik, Enron's executives had engaged in unethical practices, including accounting fraud, to inflate the company's earnings and stock prices <http://surl.li/mfiwu>

Team 12 - UNIQUE argument AGAINST debate topic 1: One of the factors that leads to unfair evaluation is gender biased. To specify the situation, I would focus on a hybrid working environment. Women who bear the burdens of caretaking benefit from a more flexibility of hybrid work, work-from-home. As women have more advantages than men, this leads to bias in performance based evaluating processes. When women work remotely there would be a skepticism of what they are doing whereas for men they tend to assume that they are more productive. Team 12 - EVIDENCE supporting your most UNIQUE argument AGAINST debate topic 1: Even when women came into the office as often as men, reviewers assigned them achievement levels that were a statistically significant 3% lower than those they assigned to the men. When women came into the office more than men, reviewers seemed to believe that they were doing so only because they were looking out for themselves and wanted to "have a seat at the table". <https://hbr.org/2023/06/watch-out-for-these-3-gender-biases-in-performance-reviews>

Team 16 - UNIQUE argument AGAINST debate topic 1: Individual performance-based compensation is NOT the best way because it puts the company at risk in valuing quantity over quality. As accomplishments are the main pay structure, employees will feel the need to meet as much work as possible with lower care towards the quality of the work as they will earn more money based on the more work they meet the bar. Team 16 - EVIDENCE supporting your most UNIQUE argument AGAINST debate topic 1: <https://www.leapsome.com/blog/compensation-management-and-employee-performance>

Team 11 - UNIQUE argument AGAINST debate topic 1: Performance-based rewards can indeed trigger stress. When compensation is tied to individual performance, it's seen as a threat to economic security to an employee. The transactional model of stress proves that a worker has a negative primary appraisal, leading to feelings of inadequacy and stress. This is costly to companies due to lost productivity. Individual performance-based compensation is therefore not an optimal solution. Team 11 - EVIDENCE supporting your most UNIQUE argument AGAINST debate topic 1: An individual's stress level is determined by their cognitive appraisal of events. Performance-based rewards often trigger such stress appraisals, impacting employee engagement. Gallup reports that 80% of people are not engaged at work, costing the global economy \$8.1 trillion annually. https://www.researchgate.net/publication/254373564_Performance-Based_Rewards_and_Work_Stress <https://www.businessnewsdaily.com/2267-workplace-stress-health-epidemic-perventable-employee-assistance-programs.html>

Team 15 - UNIQUE argument AGAINST debate topic 1: High achievers, motivated solely by potential profit increases, may neglect the company's objectives. This focus on money can detract from the firm's missions, goals, and culture, impacting those whose contributions truly affect performance. To align everyone with shared goals, a performance-based compensation scheme should be established. This approach ensures that meeting benchmarks is rewarded, harmonizing individual efforts with the company's objectives. Team 15 - EVIDENCE supporting your most UNIQUE argument AGAINST debate topic 1: <https://apspayroll.com/blog/does-performance-based-pay-make-sense-your-company/>

Team 10 - UNIQUE argument AGAINST debate topic 1: The subject compensation can adversely shift the interests of employees from serving the company's mission to personal gains in the non-profit organizations, thereby affecting the company's reputation and donations. This resulting misalignment of priorities thus makes this compensation to be less effective to be implemented. Team 10 - EVIDENCE supporting your most UNIQUE argument AGAINST debate topic 1: Non-profit organizations are sensitive to compensation matters, e.g. Wounded Warrior. It experienced a substantial loss of trust in the public resulting from lavish spending and a considerable amount of executive's compensation that is presumed to justify their performance. Therefore, overly emphasis in subject compensation may result in this tragedy. <https://shorturl.at/mvFQ6>

Team 5 - UNIQUE argument AGAINST debate topic 1: Threat of Dissolving Profits : Implementing performance-based compensation can lead to unintended negative consequences, stress and reduce productivity, which cause "law of diminishing returns". Team 5 - EVIDENCE supporting your most UNIQUE argument AGAINST debate topic 1: <https://rb.gy/zldpd> <https://rb.gy/bxkt6>