

Worthington Industries Reward Program

Worthington Industries, the profitable steel processing firm in Columbus, Ohio, where the usual time clocks are not to be found. "Workers get profit-sharing payouts ranging from 40% to 70% of base pay, and the company pays 100% of health insurance premiums for employees and family members." Worthington enjoys an industry-low turnover rate of 12% and a long line of job applicants.

Companies can learn from this example and make employees, "Stakeholders". Answering the question "What is in it for me?", will help employees enhance productivity.

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