

Pollution Analytical Equipment

CASE STUDY

Firm Name
Pollution

Country
Italy

City / Region
Emilia-Romagna

No. of Employees
50

Description of the organisation

Family business founded in 1991, is a company of the business network PolGroup. The companies, while operating in diversified markets and sectors, are strongly oriented by the same Mission and philosophy for Quality. The companies have complete decision-making autonomy and operate independently in their respective sectors but share the costs of essential basic services: financial administration and management and accounting, personnel management, IT services, central purchasing for certain assets, real estate. Pollution manufactures innovative chemical analysers, serves environmental monitoring and process control markets with a worldwide presence.

Workplace Innovation practices implemented

Storytelling

The starting assumption is that the company is the source of survival of all workers, therefore its survival and growth are to be considered primary. Starting from this assumption, even if it is a small company, the management has identified a method to share with the workers the results, including economic ones, of the company. The awards are necessary for business development and must be paid on the basis of the commitment (assessable in results) made by individuals.

Their value must be commensurate with the functions, responsibilities and abilities of each individual. The award is a recognition that assigns an advantage to the worker (economic, prestige, relax, working conditions, etc.). The prize pool to be awarded consists of a% share of the excess profit. Each year and at each worker, in March is assigned:

- a minimum objective (budget), estimated on the historical and concrete prospects;
- a challenging objective (target), to be estimated on the basis of the situations in place and foreseen in the year to come that make it achievable thanks to the greater commitment of the worker;
- a weight related to the job and correct $\pm 20\%$ based on the situation, commitment and difficulty.

The right to the award will be triggered when the budget is exceeded and will be calculated in proportion to the% of achievement of the increase share between budget and target.



Main Achievements



The good practice, in place for some years, is proving to be interesting both for the company and for the workers. The goal of combining corporate business, healthy competitiveness and corporate well-being is thus achieved

