

THE ADVANTAGES OF OVERPAYING EMPLOYEES

Some of the Advantages of overpaying employees are that

1. when your employee talks to the other employees in the bldg, every other employee in the building that they speak to, abt how they are overpaid, wants to take their job;
2. your employee genuinely appreciates their job much more, when
 - 2.1 they observe the others wanting their job; and
 - 2.2 the others are constantly remarking to your employee just how poorly they are paid in their own jobs, by comparison;
3. there are lots of ready made, highly motivated replacements“just waiting” for your employee to leave;
4. your employee isn't looking for ways to find a better job, so intensely
5. your employee turns down every covert approach made to hire them away, secretly ... and tells the approacher “why” ... then the approacher is
 - 5.1 stymied permanently,
 - 5.2 discouraged, and feels they can “never” succeed in hiring your employee away from you; and
 - 5.3 isn't so likely to re-approach your employee in the future; and
 - 5.4 the approacher tells others that your employee can't be stolen away” and this intimidates others that may envy your employee, who then they won't approach your Employee

Some Ways to be seen to “overpay” by the Employee and other Employees in the building

money
time off

public praise and bragging
bonuses
short work week
constantly adding small, low cost fringe benefits