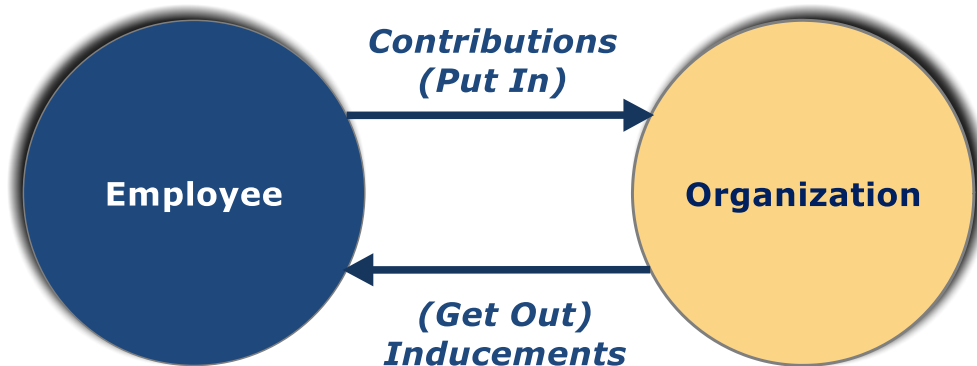


Tools for Knowledge Workers

The Contributions-Inducements Framework



One of the more useful concepts for examining, understanding and improving upon the relationship between an employee and the employing organization is the contributions-inducements framework depicted above. Essentially, it says that the relationship is marked by contributions from the employee in return for inducements offered by the organization. The nature and balance of this exchange are at the heart of an employee's decisions to participate and to produce. It is, then, a core element in what is currently being bandied about under the heading of "employee engagement." This framework can serve as the basis for some revealing and productive conversations between employees and their managers. For more about this framework and how managers and employees can use it in a wide variety of employee-manager conversations, click [here](#).

