Mid-Point Control

For a given level of performance, what percentage increase should employees get, to maintain external competitiveness?

Pay Range  Minimum=newly hired person in job is paid
          Midpoint=what the market is paying for job
          Maximum=highest anyone in job is paid

Mid-Point Control

Satisfactory performers who are below the midpoint should get a relatively higher percentage increase
  ➤ To bring them to the midpoint

Satisfactory performers who are above the midpoint should get a relatively lower percentage increase
  ➤ To keep them from going above the maximum