

in company 2nd edition

Elementary

Case Study: Incentives

headword	pronunciation	translation/notes	example sentence
absence (n)	/ˈæbsəns/	Abwesenheit, Fernbleiben	We are concerned about your child's frequent absences from school.
absenteeism (n)	/æbsənˈti:zəm/	häufiges Fernbleiben, Schwänzen, Krankfeiern	The government is targeting parents in an attempt to reduce absenteeism .
accident (n)	/ˈæksɪdənt/	Unfall	He was killed in a climbing accident .
according to (prep)	/əˈkɔ:dɪŋ tu:/	betreffend, was ... betrifft, nach, laut	The hospital is in the top fifty of the government's ranking according to cleanliness.
achievement (n)	/əˈtʃi:vmənt/	Leistung, Errungenschaft	Her achievement was recognised with a medal.
adjust (v)	/əˈdʒʌst/	anpassen	Use the thermostat to adjust the temperature.
afford (v)	/əˈfɔ:d/	sich etw. leisten	The company simply cannot afford to keep all its staff.
alternative (n)	/ɔ:lˈtɜ:nətɪv/	Alternative, andere Möglichkeit	There was no alternative - we had to close the bridge.
attract (v)	/əˈtrækt/	jdn./etw. anziehen	The show attracts viewers from all walks of life.
award (n)	/əˈwɔ:d/	Preis, Auszeichnung	She won the Player of the Year award .
benefit (n)	/ˈbenəfɪt/	Nutzen, Vorteil, Vorzug	Consider the potential benefits of the deal for the company.

bonus (n)	/'bʌnəs/	Prämie, Bonus	Sales representatives who meet their monthly targets receive a bonus .
bully (v)	/'bʊli/	jdn. drangsaliieren, einschüchtern	Don't let your boss bully you into working at the weekend.
canteen (n)	/kæn'ti:n/	Kantine, Mensa	I usually have lunch at work because the staff canteen serves subsidised meals.
commission (n)	/kə'miʃən/	Provision	I receive 5% commission for every picture I sell.
commitment (n)	/kə'mitmənt/	Engagement, Leistungsbereitschaft	There is a high level of commitment amongst employees.
competition (n) competition between	/kɒmpə'tiʃən/ /kɒmpə'tiʃən bi,twi:n/	Konkurrenz, Wettbewerb Wettbewerb zwischen	There is intense competition between the two computer giants.
control (n) outside sb's control	/kən'trəʊl/ /aʊtsaɪd ,sʌmbədɪz kən'trəʊl/	Kontrolle außerhalb von jds. Kontrolle	The long-term strategy of the business is now outside our control .
costs (n pl)	/kɒsts/	Kosten	Housing costs are very high in Tokyo.
delivery (n)	/dɪ'lɪvəri/	(An-)Lieferung	Please allow ten days for delivery .
depending on (prep)	/dɪ'pendɪŋ ɒn/	abhängig von, in Abhängigkeit von	Depending on how much interest the students show, we may take them on a trip to the castle.
design (v) be designed to	/dɪ'zain/ /bi: dɪ'zaind tʊ/	Plan, Entwurf, Konzept entworfen, konzipiert sein für	The scheme is designed to assist young people to continue their training as well as earning a salary.
employee (n)	/ɪm'plɔɪi:/	Angestellte/r	Employees who have worked for the company for more than three years are entitled to extra leave.
encourage (v)	/en'kʌrɪdʒ/	ermuntern, ermutigen,	We encourage student participation in our classes.

(opposite = discourage)		unterstützen (Gegenteil = abraten, entmutigen, abhalten von)	
equivalent (adj) equivalent to sth	/ɪ'kwɪvələnt/ /ɪ'kwɪvələnt tə ˌsʌmθɪŋ/	gleich etw. / jdm. entsprechen	We have travelled a distance equivalent to a return flight from Moscow to Beijing.
establish (v)	/ɪ'stæblɪʃ/	festlegen, einrichten, gründen, aufstellen, schaffen, nachweisen, fest- stellen	A proper procedure for complaints should be established . The cause of death has not yet been established .
executive (n)	/ɪg'zekju:tɪv/	leitende/r Angestellte/r, Führungskraft	The CEO has called a meeting with some of the company's top executives .
factor (n)	/'fæktə/	Faktor, Umstand	Several factors have contributed to the increase in the number of road accidents.
fair (adj) (opposite = unfair)	/'feə/	gerecht, fair (Gegenteil = unfair, ungerecht)	It wouldn't be fair to the others if she is paid more.
formally (adv) (opposite = informally)	/'fɔ:məli/	formell (Gegenteil = informell)	She formally complained to the manager.
gadget (n)	/'gædʒɪt/	Gerät(schaften)	It's quite easy to buy presents for George because he loves electrical gadgets .
gift (n) gift voucher	/ɡɪft/ /'ɡɪft ,vaʊtʃə/	Geschenk Geschenkgutschein	He bought gifts for everyone when he was in Germany. She won a £50 gift voucher in a crossword competition.
hamper (n)	/'hæmpə/	Präsentkorb	I won a hamper full of wine, chocolates and other luxury food!

improve (v) (opposite = worsen)	/ɪm'pru:v/	verbessern (Gegenteil = verschlechtern)	More money is needed to improve airline security.
incentive (n) incentive scheme	/ɪn'sentɪv/ /ɪn'sentɪv ski:m/	Anreiz, Ansporn Prämien-, Anreizsystem	The high rate of pay is a great incentive . The government has introduced an incentive scheme to encourage farmers to work for the environment.
income (n)	/'ɪnkʌm/	Einkommen	What is your approximate annual income ?
increase (v) (opposite = reduce)	/'ɪnkri:s/	erhöhen, steigern (Gegenteil = abbauen, reduzieren)	We have managed to increase the number of patients treated.
join (v) (opposite = leave)	/dʒɔɪn/	beitreten, anschließen (Gegenteil = austreten, verlassen)	Martin joined the firm in 1999.
link (n) establish a link between ...	/lɪŋk/ /ɪ, stæbllɪʃ ə 'lɪŋk bɪ, twi:n/	Verbindung, Zusammenhang eine Verbindung feststellen / nachweisen zwischen ...	Police have established a link between the theft of the car and the kidnappers.
link sth to (phr v)	/'lɪŋk ɪ, sʌmθɪŋ tʊ/	etw. mit etw. in Verbindung bringen	Rock music has often been linked to drug culture.
loyalty (n) (opposite = disloyalty)	/'lɔɪəlti/	Treue, Loyalität (Gegenteil = Untreue, Illoyalität)	I was impressed by his loyalty to his brother.
luxury (adj)	/'lʌkʒəri/	luxuriös, Luxus-	The prize was a weekend in a luxury spa.
measure (v)	/'meɜ:ə/	messen, vergleichen	There is no point in setting targets if they cannot be measured .
meet (v)	/mi:t/	(hier:) erfüllen, einhalten, erreichen	Will the government be able to meet its spending targets?

morale (n)	/mə'reɪl/	Stimmung, Kampfgeist, Moral	Whenever our car wins a race it boosts the morale of the whole team.
motivate (v)	/'məʊtɪveɪt/	motivieren, ermuntern	We must motivate students to take charge of their own learning.
motivation (n)	/məʊtɪ'veɪʃən/	Motivation, Antrieb	Some team members lack motivation .
motivator (n)	/'məʊtɪ'veɪtə/	Antrieb, Ansporn, Motivator	A profit-sharing scheme can work well as a motivator for employees.
objective (n)	/ɒb'dʒektɪv/	Ziel(setzung)	The main objective of our department is to identify market opportunities.
pay scheme (n)	/'peɪ skɪm/	Gehaltsstufe, -tabelle	When I complete this course I hope to move up to the next level of the teacher's pay scheme .
performance (n)	/pə'fɔ:məns/	(hier:) Leistung	A healthy diet can improve a child's performance in school.
perk (n)	/pɜ:k/	Vergünstigung	One of the perks of working in a restaurant is free meals.
pressure (n) put pressure on sb	/'preʃə/ /pʊt 'preʃə ɒn ,sʌmbədi/	Druck jdn. unter Druck setzen	He did not put any pressure on her to take the job.
prize (n)	/praɪz/	Preis, Prämie	The prize was a weekend in a luxury hotel.
productivity (n)	/'prɒdʌk'tɪvətɪ/	Leistung, Produktivität	If employees are tired and stressed their productivity may be affected.
profit-sharing (n)	/'prɒfɪt,ʃeərɪŋ/	Gewinnbeteiligung	A profit-sharing scheme has been introduced to encourage staff to stay with the company.
programme (n)	/'prəʊgræm/	Programm	The Minister outlined the government's ambitious programme of educational expansion.

promote (v)	/prə'məʊt/	fördern	The local council has launched a campaign to promote recycling.
proportionally (adv)	/prə'pɔ:ʃənli/	proportional	These three hospitals have proportionally the highest death rate in the country.
proposal (n)	/prə'pəʊzəl/	Vorschlag	Proposals for a new health service are under discussion.
ranking (n)	/'ræŋkɪŋ/	Ranking, Einstufung	The hospital is in the top fifty of the government's ranking according to cleanliness.
recognise (v)	/'rekəɡnaɪz/	(hier:) anerkennen	Her achievement was recognized with a medal.
reduce (v) (opposite = increase) reduce hours lost	/'rɪdju:s/ /'rɪdju:s ,aʊəz lɒst/	reduzieren, abbauen (Gegenteil = erhöhen) Fehlstunden reduzieren	We hope to reduce the working hours lost each month by actively encouraging improved attendance.
resort (n)	/'rɪzɔ:t/	Urlaubsort	We're going to meet them at the ski resort .
results (n pl)	/'rɪzʌltz/	Ergebnisse	The results for the last quarter are encouraging but we still need to find ways of increasing output.
reward (n)	/'rɪwɔ:d/	Belohnung	You deserve a day off as a reward for working so hard.
reward (v)	/'rɪwɔ:d/	belohnen	I'd like to reward the whole team by taking you all out for lunch.
salary (n)	/'sæləri/	Gehalt	You will receive an annual salary of £35,000, together with a company car.
scheme (n)	/'ski:m/	Plan, Projekt, Vorhaben	The proposed scheme should solve the parking problem.
share option (n pl)	/'ʃeər,ɒpʃən/	Aktienoption, Aktien-bezugsrecht	We won't be able to purchase the share options for another two years.

skills (n)	/skɪlz/	Kenntnisse, Fertigkeiten	She has signed up for evening classes to improve her computer skills .
spa (n)	/spa:/	(Bade-)Kurort, Wellness-einrichtung	The prize was a weekend in a luxury spa .
subsidised (adj)	/'sʌbsɪˌdaɪzd/	subventioniert, bezuschusst	I usually have a good lunch at work because the staff canteen serves subsidised meals.
substitute (n) not be a substitute for sth	/'sʌbstɪˌtju:t/ /nɒt bi: ə 'sʌbstɪˌtju:t fə ˌsʌmθɪŋ/	Ersatz, Ausgleich kein Ersatz sein für etw.	Supermarket reward schemes are not a substitute for low prices on all products.
substitute (v)	/'sʌbstɪˌtju:t/	ersetzen, vertreten	I'm substituting Jenny while she is away on a business trip.
talent (n)	/'tælənt/	Talent, Begabung	She had an obvious talent for music.
target (n) financial target reach a specific target	/'tɑ:gət/ /faɪˌnæŋʃəl 'tɑ:gət/ /rɪ:tʃ ə spəˌsɪfɪk 'tɑ:gət/	Zielvorgabe, Zielsetzung Finanzziel ein bestimmtes Ziel erreichen	Heads of department have already set next quarter's financial targets . Employees will be encouraged to reach a specific target each month. Those who succeed will receive a bonus.
team (n)	/ti:m/	Team, Gruppe	Our team of legal experts will prepare the contracts.
teamwork (n)	/'ti:mwɜ:k/	Teamarbeit, Zusammen- arbeit	It isn't going to be easy to meet these targets, but with good leadership and teamwork we can do it.