Meritocracy vs Seniority (vsdiff.com)

Criteria	Meritocracy	Seniority
Definition	A system in which advancement is based on individual ability or performance.	A system where progression is determined by a person's length of service.
Criteria for Advancement	Performance evaluations, skill assessments, and achievements.	Years of service, job titles, and experience levels.
Advantages	Encourages productivity and innovation; rewards talent.	Promotes job stability and loyalty; clear progression paths.
Disadvantages	Can create competition over collaboration; may overlook skill development.	May reward underperformance; can stifle motivation and innovation.
Ideal Environments	Start-ups, tech industries, and dynamic environments.	Government institutions, large corporations, and traditional industries.