

## Promotion by Merit vs Promotion by Tenure (vsdiff.com)

Criteria	Promotion by Merit	Promotion by Tenure
Definition	Based on an individual's performance and skills	Based on the length of service or time spent in the organization
Criteria for Evaluation	Achievements, results, and contributions	Years of experience, loyalty, and tenure
Advantages	Encourages high performance and innovation	Promotes loyalty and job security
Disadvantages	Can lead to favoritism and bias	May overlook talent and underperformers
Impact on Workplace Culture	Fosters a competitive environment	Supports a stable and predictable culture

Source: <https://vsdiff.com/promotion-by-merit-vs-promotion-by-tenure/>