

HR Consulting: Compensation and Benefits



Questions from clients (real questions from company managers):

- “We need to have a unified system of compensation and benefits for the whole holding. I think it is necessary to introduce a system of grades to ensure that the principles of remuneration are fair and understandable for everyone”
- “I don’t remember how I promised to calculate bonuses for employees. Every time I do it differently”
- “We have an office in another city. Its manager asks to increase the staff salaries every month. I do not understand what is going on there. I want to control this situation”
- “I pay too much to my employees, they are not worth it”
- “We plan to merge with another company. It was agreed that after the merger we would keep our bonus system, but they ask to improve it. I think we need to review the old system of incentives and develop a new competency model”
- “I have a system administrator, who has been in the company for five years, and earns as much as the new chief accountant. I do not know if this is right. Maybe grading will help?”



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Based on our experience we can create or improve the existing compensation scheme and manage the calculation of the variable part of remuneration (collection of information on employee performance, preparation of analytical reports, calculation of variable pay, monitoring of the compensation system relevance, analysis of motivation, etc.).

A Correct Compensation System is essential for:

- Achieving business objectives
- Improvement of employee satisfaction, which translates into better performance
- Balance between the salary fund and productivity
- Clear rules: better objectivity of decision-making and, as a result, better control of business

