

HR Cheat Sheet: COMPENSATION AND BENEFITS

ATTRACT STAR PLAYERS TO YOUR TEAM

High-performance HR teams ask these questions to assess their "Total Rewards" strategy...

- Are our current compensation structures aligned with our organizational goals and industry benchmarks?
 - How often do we conduct pay equity audits to ensure fairness and equity in compensation?
 - Do our benefits packages address the diverse needs and preferences of our workforce?
 - Are we effectively communicating the full scope and value of our benefits to employees?
 - What initiatives do we have in place to promote employee financial wellness and stability?
 - How do we assess the impact of our compensation and benefits on employee retention and attraction?
 - Are our compensation practices transparent, and do employees understand how their pay is determined?
 - Do our benefits offerings support employee well-being, including mental health and work-life balance?
 - What measures are in place to address any pay gaps or disparities among different employee groups?
 - How do we stay updated on compensation trends and industry standards to remain competitive?
 - What technology tools or software do we use to streamline compensation and benefits administration?
 - Are we offering creative and meaningful incentives that align with our organizational goals?
 - How do we evaluate the effectiveness of our benefits and compensation in enhancing employee satisfaction and engagement?
 - What strategies do we have to manage the costs of benefits and compensation without sacrificing quality?
 - How can we tailor our benefits and compensation packages to better support our employees' overall well-being and career development aspirations?
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