



TOTAL REWARD MARKET SURVEY



WHAT ENGAGE CONSULTING CAN DO FOR YOU

We can either execute an individual or syndicated Total Reward Survey for your organisation. We will provide you with:

- Valid and up-to-date remuneration data analysis of all other chosen companies
- Salary ranges and benefits for all your job levels.
- A solid basis for Total Reward decisions so that you can attract and retain quality staff
- Your market pay position within the comparative group
- Insights on engagement factors such as training and development, career and growth opportunities, work life balance and performance and recognition practices in the FMCG sector

An effective compensation strategy is a well-reasoned, actionable plan that translates a firm's guiding principles about compensation into tactical approaches around base pay, short and long-term incentives, and recognition awards in order to meet business objectives. It ensures that you're directing your compensation investments so they'll have the greatest impact.

An important component of your total reward strategy is of course how you are positioned versus comparable companies. Do you want to be the top payer in your segment or do you intend to engage and motivate people through other sources allowing you to lower your total reward costs.

Our Total Reward Survey consists of three phases:

Strategic & Planning Phase: involves gaining business insights, the assessment of capabilities and current situation, gathering views and feedback from stakeholders and determining business needs .

Execute, Document and Analysis Phase: customize survey data form, data collection, data auditing, data entry, data benchmarking and data analysis.

Reporting Phase: deliver organisation specific survey report and present implications of the reward survey results for your organisation.

