

# COMPENSATION AND BENEFITS SURVEY SUPPORT



## Compensation and Benefits Survey Support

Are you able to present your compensation benchmarking results in a meaningful manner?

Not sure whether the average or median is the most representative statistic for benchmarking?

When is it best to use regressed vs. actual data?

Have you received the result of your compensation and benefits survey but require support to interpret the result and implement an action plan?

## Overview

Compensation and benefits surveys can be cumbersome and overly complex. One can often get lost in the detail of data and struggle to find the right data to present in order to make compensation decisions that work for the organisation.

Africa People Advisory Group's experienced advisors are able to partner with clients to interpret survey results, aligning them with the organisations strategy and providing simple yet comprehensive actions to implement. Our role is to make sense of the data and if needed help you build the right approach and content to obtain sign off for Executive decisions.

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## Business value gained through the solution

- Our approach enables Executive leaders to make fast and efficient compensation decisions.
- Additional value is gained through building capacity, skill and understanding with HR professionals.
- In the final instance the approach enables organisations to manage the most expensive but most important resource in their organisations better- people.

## Solution features

- Our advisors are deeply experienced in Reward across Africa, having travelled the continent for an extended period of time conducting compensation surveys. Furthermore we have been delivering customised solutions to firms of all sizes and from many industries, thus we understand your context very well.
- Each project is based on a clear understanding of your needs and build to your requirements.
- We spend significant time developing the scope in order to make sure we can deliver the right solution.
- Our tools and processes allow us to deliver results in a short turnaround time.

## Process & Timeline

The overall timeline for execution is highly dependent on the nature of the assignment.

Typical sample project include:

- Interpretation of your own results to provide guidance on how to benchmark.
- Working at a deep systems level to extract results in different formats.
- Preparing reports and presentations for Board and Remuneration Committees.
- Advising on the appropriate level of annual increases and bonuses.
- Advising on how to manage compensation given current position to the market.

Speak to a consultant:

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