



How is your business impacted by pay?

When thinking about how HR can contribute to driving better business performance, pay data is an important input – but only one part of a much wider picture.

Optimizing your company's performance means bringing together different perspectives, like your company's shape and structure compared to the market, how your current reward programs are perceived by employees, and whether you are rewarding people based on their performance.

Pay is a huge part of an organization's budget - but how do you know you are optimizing your pay spend on the areas of the business that most need investment, which will drive engagement and performance?

Business impact

- Optimize business performance based on data-driven decisions about where your pay budget is best spent.
- Discover how your pay, benefits and non-financial rewards are perceived, and whether they are effective.
- Understand whether your pay spend is delivering the employee performance you need to drive business results.
- Measure the external competitiveness of reward policies to attract and retain talent.

Our solution

Our Pay Hub brings these perspectives together, along with pay benchmark data, to give you an unparalleled view of the full picture.

BENEFITS

- **Make your people count.**
You need the right people in the right roles for the right pay, and by holding the key to organizational insights you can make the right decisions on how to optimize your business costs and structure.
- **Accurately define what really matters to your people.**
Confused why you have high employee turnover when you know you're paying competitively? You're not alone. Save time and money by understanding your employees' perception of your reward packages.
- **Assess your data against the market.**
Your organization will be measured against quality market data to see how you compare, including reward fairness, the size, shape and cost of your organization, job families and levels compared to chosen benchmark companies.



How we can help

Need to understand your organization health and performance?

Our Organizational Benchmarking tool will inform your business size and shape based on a selected peer group, from 10,000 companies. Analysis is delivered with a report ready to share with managers who need insight on employee numbers.

Need to understand how effective your reward policies are?

Deploy our Total Reward Diagnostic survey to leaders and see how pay and reward is perceived in your business. The Pay Hub will share the results via downloadable feedback reports.

And the best part?

You can access all the information in one place, via our Pay Hub. Making an impact by finding and sharing insights the business requires from you has never been so easy.



FEATURES

- Complete view of all your pay and reward data in one place.
- Quick and direct access to an expert in each country.
- Hassle-free analysis for detailed insights.
- Comprehensive reporting and visuals to share across the business.
- Contextual analysis of how your organizational structure is benchmarked against the market.
- Understand how your reward benefits are perceived, and whether they are effective.
- Filter results by individual countries.
- Experts on the ground, in every corner of the world.
- Market reward insights by country and sector.

WANT TO KNOW MORE?

To find out more about how your organization can use market data to improve performance, please speak to one of our team.

About Korn Ferry

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