

COMPENSATION BENCHMARKING

Growing companies face many challenges, including the task of adapting to fluctuating marketplace trends. The ability to assess local markets and tailor compensation strategies based on competitive analysis and data-driven insights can mean the difference between stagnation and success. Customized compensation benchmarking is imperative for developing an effective hiring and retention strategy.

COMPENSATION PLAN DESIGN

Structuring compensation across teams requires a philosophy and strategy based on insights derived from sound research and industry experience. In today's hybrid work environment, organizations require sophisticated compensation plans that account for geography, talent availability, and merit. With support from the experts at OperationsInc, organizations can ensure internal equity, develop a compensation strategy that reflects company culture, and remain competitive in the marketplace.

FLEXIBLE TO SUIT YOUR NEEDS

Whether you need to benchmark for a single position or hundreds, we'll make sure you have the most accurate, up-to-date, and customized data to support your decision-making. In addition, our experienced team can account for non-standard work and make informed recommendations based on your unique needs.

Our compensation experts can help your organization develop a matrix for merit-based salary increases and bonuses that ensures you're spending your money where it makes the most strategic sense for your business.

COMPREHENSIVE RESEARCH

Free, publicly available salary estimates only tell part of the story. Our benchmarking services leverage specialized research tools to access the most accurate and current compensation data. We customize each report based on important factors such as unique roles, locations and industries. Our easy-to-understand reports help you define a comprehensive philosophy that scales as your organization grows and your workforce develops.

MOTIVATE YOUR TEAMS AND REWARD HIGH PERFORMERS

In a competitive environment, organizations need accurate data to make informed decisions quickly. Delayed action creates the risk of unwanted, costly turnover. With customized data at your fingertips, you can assess team performance and ensure you're properly rewarding the people who make your company successful.

ENSURE PAY EQUITY ACROSS YOUR ORGANIZATION

Pay equity has a direct impact on employee performance, morale, retention. In addition, the perception of pay inequity within your organization can negatively impact public opinion of your employer brand, leading to fewer high-quality candidates for your open roles. Our assessments identify demographic gaps, such as gender pay inequity, so you can close them and build accountability into your compensation strategy. Ensuring your employees are paid equitably can increase employee commitment to your organization and its mission.

Whether you're developing your organization's compensation philosophy, assessing how best to use your budget, attracting top talent, or all of the above, OperationsInc has the experience and expertise to give you the competitive edge.

Contact us to learn more,
or visit [operationsinc.com/compensation-and-benefits](https://www.operationsinc.com/compensation-and-benefits)
