

Tools for Total Rewards Success

Hay Group

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Hay Group is a global management consulting firm that works with leaders to transform strategy into reality. We develop talent, organize people to be more effective and motivate them to perform at their best. Our focus is on making change happen and helping people and organizations realize their potential.

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HayGroup®

Attract High-Quality Talent and Motivate Employees With the Right Total Remuneration Plan

Human resources executives are well aware of the huge complexities of developing, designing and managing a human resources strategy that will drive the business plan. Creating and managing a competitive total remuneration program that meets your business needs and reinforces behaviors that align with your culture is the key.

For organizations to thrive, flexibility, cost efficiency and competitive remuneration data will make the difference. At Hay Group, our recommendations are based on an understanding of your company's human resources strategies and desired results. We see the need to design total remuneration programs with a clear understanding of the organization's strategies and results desired and with an understanding of employee desires and employer constraints.

Hay Group draws on our database of total remuneration practices — one of the most comprehensive in the world — when evaluating the competitive position of a client's cash, benefits and total remuneration packages against peer groups of their choice. Our deep understanding and ability to quantitatively value employee benefits, and our thorough understanding of work and how to value pay elements, positions us to assist you in understanding the total value of your organization's benefits and pay programs.

Case study:

The UK parent of a large auto manufacturer asked Hay Group to assist it in a competitive benefits review specifically for its U.S. operations. The focus was a competitive position study coupled with recommendations to close any gaps, reduce overages and identify emerging trends in the United States.

The outcome provided the auto manufacturer with the critical information needed to make appropriate changes. It also provided sufficient information to explain the analysis and potential changes to its U.S. group while providing a big-picture look at the country differences for the global executive team.

An effective total remuneration program ensures your employees are working to drive the strategic direction of your business. At Hay Group, we can help you put in place a total rewards program that does just that, and gives your employees a full understanding of the true value of their compensation and benefits package.



Unlock your
hidden
treasure:
your people
with Hay Group Spectrum

Hay Group Spectrum: the next generation HR solution

Understanding work, understanding people, and understanding how they come together to drive performance is more important than ever.

Find out how Hay Group Spectrum can help you address these challenges.

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