

## COMPENSATION CRAFTSMANSHIP:

The Korn Ferry Playbook to Reward Strategies

A great Total Rewards program is better for your business and your employees. Korn Ferry's significant experience in Total Rewards combined with our global reach, data and access to extensive world-class consulting talent offers a holistic approach that solves your toughest organizational and talent rewards challenges.

### Four key global rewards trends

Impacting the adaptation and evolution of reward programs and salary design

- 1 More focus on retention and engagement of current talent.
- 2 Existing reward programs aren't engaging or motivating employees.
- 3 The biggest changes are in job grading, reward communications, benefits and well-being.
- 4 There are lower median planned increases in 2024 vs 2023.

## Total rewards program design



**Understand the market conditions** of your country including statutory requirements and who you compete with for talent



**Refine and optimize your total reward strategy and philosophy to align with business objectives**



**Adjust and maintain compensation programs based on continuous changes in the market**

**Our pay database is available in 150+ COUNTRIES**

**GLOBAL 32,000+**

Client entities

**31,000,000**

Employees

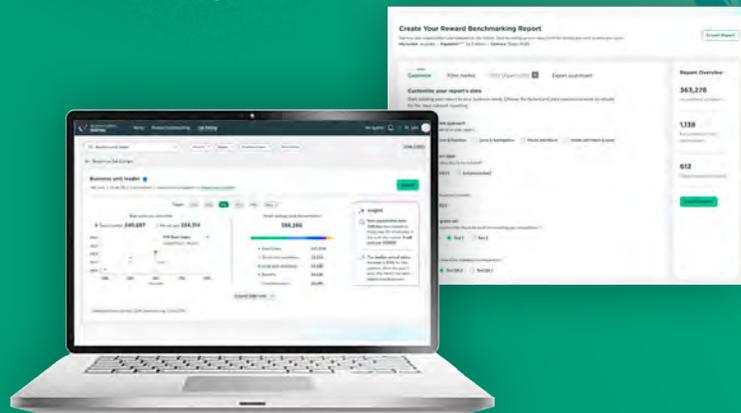
**Korn Ferry Pay** is a comprehensive solution to keep track of compensation and benefits developments in the market and provide the tools to benchmark and maintain total rewards programs.

With a focus on industry competitiveness and internal effectiveness, Korn Ferry Pay offers the **largest global database** and a range of powerful features.

# THE FULL PICTURE OF PAY AT YOUR FINGERTIPS

## What we do

We enable clients to make intelligent, data-driven choices about employee rewards with the most comprehensive source of employee compensation data and benefits. We also analyze internal and external pay practices and benchmark against competitors by industry, size, market sector, and country.



## How we help to streamline compensation analysis:



### Upload & Compare

Quickly and securely upload your pay data to our platform. Compare compensation and benefits packages across roles, countries, industries, and peers.



### Establish Job Grades

Create job grades for unique roles using our proven methodology. Align with our database for accurate evaluation.



### Performance & Compensation

Link performance, tenure, and compensation. Compare rewards for high and low performers relative to job grades.



### Job Complexity Analysis

Determine if pay correlates with job size and complexity. Categorize and compare jobs using renowned evaluation methodology.



### Access Compensation Surveys

Access compensation surveys for insights into economic trends, talent movement, and best practices.

We envision a future where organizations harness the power of data to **optimize compensation strategies, foster equity, and drive sustainable growth.**

**Speak with a Korn Ferry expert, today**