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## JOIN TSG

Members get access to TSG'S:

- Comprehensive data
- Online search and reporting tool
- Rapid response hotline

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Valuable tips to keep you in the know

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## SURVEY UPDATE

### In Process

**2017 Benchmark Compensation Survey**

**2017 Turnover Survey (July)**

**2017/2018 Holiday Survey (Aug)**

### Results Available Online

Members log in to view results for those surveys in which your organization participated.

2017 Employee Benefits Survey

2017 Compensation Planning Survey

2016 Turnover Survey

2016 - 2017 Holiday Survey

2016 Employee Programs & Practices Survey

2016 Benchmark Compensation Survey

# COMPENSATION TRANSPARENCY IN THE WORKPLACE

Bruce McLaughlin, Founder/CEO, The Survey Group

The benefits of an informed workforce are far reaching—improved performance, employee loyalty and increased job satisfaction. An essential and relatively simple way to reach these targets is to introduce transparency and communication around compensation and pay.

Here are four essential steps every Compensation Department should take to increase their compensation transparency:

**1) Establish a compensation philosophy and share it broadly within your company.** Compensation philosophies are the “why” behind employee pay structures. They should be created by the HR or compensation department within your organization, with input from your executive team. The philosophy provides your employees with information about salary, incentives, and total rewards strategies. They provide employees with insight into how compensation is determined and evaluated, and can help motivate, retain and attract top talent. It should be written in a clear and concise way and be widely available for employee reference.

[FULL STORY]

## TSG CONSULTING - DID YOU KNOW?

Did you know that The Survey Group provides more than just in-depth survey data? Let us help you:

- Manage compensation related costs by providing robust compensation system analysis.
- Build comprehensive compensation systems that include things like improved new-hire offers, job progression/career paths, salary and bonus structures.
- Comply with legal and regulatory compliance in areas like FLSA and Affirmative Action/EEO.

Learn more about our [consulting services here](#) or contact Steve Boyce at [steveb@thesurveygroup.com](mailto:steveb@thesurveygroup.com) today to discuss your consulting needs.

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Privacy-protected subscription. Enter your email address below to receive the TSG e-newsletter, NewsLink:

**NEW SUMMER HOURS!**

The Survey Group will be operating on summer hours now through the end of August:

- Monday – Thursday, 8:30 – 4:30
- Friday, 8:30 – 3:00

**TRENDS IN TURNOVER -  
2017 SURVEY COMING SOON**

Turnover is a complicated topic for any organization. While there is always natural turnover in a company, consistent turnover can be a sign that something needs to change.

This survey covers a broad range of topics in turnover and hiring practices, including:

- Voluntary and involuntary turnover
- Organization practices for controlling turnover
- Costs per new hire
- Average time to fill vacancies
- Recent hiring and layoff data trends
- Other HR metrics such as: HR staffing ratios and outsourcing, contract employees, training costs and absenteeism

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The Survey Group provides the expertise and resources to resolve virtually all your human resources challenges. Learn about TSG membership, compensation and benefits surveys, consulting services, seminars and more at [www.thesurveygroup.com](http://www.thesurveygroup.com) or by calling 781-345-7500.

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