



NEWSLINK

FOR MEMBERS OF THE SURVEY GROUP

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Members get access to TSG'S:

- comprehensive data
- online search & reporting tool
- rapid response hotline

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<https://www.linkedin.com/company/the-survey-group>

SURVEY UPDATE

In Process

2017 Employee Benefits Survey

Results Available Online

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

2017 Compensation Planning Survey

2016 Turnover Survey

2017 - 2018 Holiday Survey

2016 Benchmark Compensation Survey

2016 Employee Programs & Practices Survey

2015 Employee Benefits Survey

UPCOMING SEMINARS

Someone on your team could use this info. Please forward:

THE POWER OF COMPENSATION DATA

Bruce McLaughlin, Founder/CEO, The Survey Group

It's undeniable that data is powerful, and in today's business world more data is available than ever before. Knowing how you measure up against others in your industry is essential to staying competitive and attracting top talent.

There are more advantages to compensation surveys than meet the eye, and yes we're talking about more than just salaries

Here are four ways compensation surveys can benefit your business:

1. Attract Top Talent

Not all compensation packages are the same, and designing them takes more effort than just looking a salary figure up on the Internet. Different people are motivated by different benefits. To appeal to top talent, give careful thought to your entire compensation package including the unique perks your organization offers. Think big picture. Reviewing comprehensive compensation and benefits surveys is the best way to measure if what you're offering is on target—or not.

2. Retain Your Best Employees

Avoiding unnecessary attrition is important to business. Replacing an employee takes time, money and the energy needed to train someone new to do the job. Key to preventing attrition is the employees' knowledge that they're being compensated fairly and at market rate. Compensation surveys help you make sure you're doing just that.

3. Stay Ahead of Competition

Benchmark Compensation Survey Input Training

March 14, 1:00 p.m. - 3:00 p.m.
 March 23, 10:00 a.m. - 12:00 p.m.
 March 29, 1:00 p.m. - 3:00 p.m.

Tightening Up Record Retention Practices

March 21, 9:00 a.m. - 12:00 p.m.

Update of Wage and Hour Laws

March 21, 1:00 p.m. - 4:00 p.m.

Click [here](#) to view the schedule for all TSG surveys and seminars.

SUBSCRIBE

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

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Knowledge is power. It is essential in today's business climate to know what kind of compensation your competitors are offering. Knowing what the industry standard is for specific positions allows you to design attractive compensation packages. And when it's time to consider a promotion, using reliable compensation data can ensure you will be paying market rate, which will benefit both your business and your employees.

4. Increase Trust by Citing Data

Trust is powerful. When prospective or current employees ask why you offer certain compensation packages, your business is seen as more trustworthy if you can cite a trusted survey to affirm that you are competitive to the market. A business that is seen as reputable and a champion for its employees is attractive to new employees and can translate to employee longevity.

Annual Benchmark Compensation Survey: Watch your email!

The Survey Group Benchmark survey, available to TSG members, is an excellent source for helping you make key compensation decisions. TSG's Benchmark Compensation Survey has the most comprehensive and competitive regional compensation data available, covering:

- Over 800 executive, managerial and individual contributor jobs
- Base salary, variable/bonus pay, and total cash compensation
- Compensation policies and practices
- Projected salary increases and salary structure movements
- Long- and short-term incentives
- Compensation structures for sales positions

If you don't receive the email invitation, log on to the Members Only section of our website, call us at 781-345-7500 or email input@thesurveygroup.com

If you're not a member but would like to become one so you can benefit from this great resource, [Join TSG](#)

Sign Up for Benchmark Compensation Survey Input Training (see sidebar)

Need a quiet place to fill out the questionnaire? Feel free to come to our library Monday - Friday. We're happy to answer questions and provide assistance while you're here.

April 1 Deadline for H-1B Visa Applications - The Survey Group Can Help!

It's not too late to get help with your H-1B visa applications. The Survey Group offers prevailing wage reports to support H-1B visa applications and permanent labor certifications. Our reports cover thousands of occupations throughout the United States. Our reports provide a prevailing wage that closely aligns with your position because it covers multiple job levels, instead of just the rather than only four levels used by that Occupation Employment Statistics (OES) use. Our extended reports address U.S. Department of Labor GAL No. 2-98 standards.

For more details about prevailing wage reports and pricing, visit www.pwage.com.

Call or email TSG to establish an account for your prevailing wage research requests at (781) 345-7520 or email pwage@thesurveygroup.com. Rush service is available for an additional fee.

[PRINTER FRIENDLY VERSION]

TSG CONSULTING UPDATE

The Survey Group recently designed and completed a compensation program with formal salary ranges for a large college administration group in Boston. The group now has the tools to make strategic compensation decisions and stay competitive. TSG also conducted market analyses for various positions for several non-profit organizations. The organizations can now be secure with their comparisons to the market.

Contact Steve Boyce at steveb@thesurveygroup.com today to discuss your compensation needs.

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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, software, seminars and more at www.thesurveygroup.com or by calling 781-345-7500.

If you enjoyed reading this e-newsletter, and have a colleague who may benefit from it, please feel free to forward it!

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