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SURVEY UPDATE

In Progress

2017 Turnover Survey

2017/2018 Holiday Survey

Results Available Online

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

2017 Benchmark Compensation Survey

2017 Employee Benefits Survey

2017 Compensation Planning Survey

2016 Turnover Survey

2016 - 2017 Holiday Survey

2016 Employee Programs & Practices Survey

SURVEY AND SEMINAR SCHEDULES

THINKING BEYOND MERIT INCREASES

Bruce McLaughlin, Founder/CEO, The Survey Group

With organizations forecasting 2018 merit increases of approximately 3.0% for the 8th year running, what else can you do to reward and retain employees? According to TSG's **2017 Benchmark Compensation Survey**, there isn't much variation among types of organizations with regards to merit budgets

So how else can you reward good performance?

If you're looking for an alternate to merit increases as an employee motivation tool, you may want to consider some type of variable compensation. Over half (54.3%) of the organizations responding to The Survey Group's 2017 Benchmark Compensation Survey have variable/short-term incentive compensation plans. Of those, the majority provide variable pay at all levels of the organization. Some of the more common plans include lump sum bonuses or individual incentive bonuses. The type of plan varies from organization to organization and is dependent on the performance measurements and long term goals set by each organization.



Full TSG members can get up-to-date compensation planning and practices data by participating in our **2018 Compensation Planning Survey**. This survey provides the most comprehensive statistics for compensation planning and practices in New England, including short- and long-term variable pay practices, frequency of increases, lump sum payments and base

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

pay philosophy. This survey also provides current and projected merit and salary increase budgets and structure movements.

To learn more about the TSG's surveys, or to discuss membership benefits, contact Terri Dignan at terrid@thesurveygroup.com or 781-345-7530.

[PRINTER FRIENDLY VERSION]

ONSITE JOB EVALUATIONS

The Survey Group has consulting staff with Industrial Engineering and Management Engineering expertise. They are available to assist your company in performing onsite job evaluations to determine the requirements and relative value of your jobs. We at TSG are currently assisting a large company by conducting onsite job evaluations which help to document the duties and responsibilities of the positions in order to determine the proper pay rates for the jobs being reviewed.

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