

The Conference Board ® Human Capital Benchmarking Service

Category: Total Rewards

Here is a sample of the kind of questions we will ask in in this category. This survey should be completed from the viewpoint of the head of the Total Rewards function. Please address all questions from that viewpoint. For each category, we will ask you to share:

- Demographic information (your contact information; the company location/revenue size/employee count/HQ location/primary business; legal structure (state-owned, publicly traded, etc.); distribution of employees around the globe) and briefly describe (100 words or less) what products or services your organization provides and, if applicable, to whom
- Staffing distribution and budget data for the function
- Top issues you are facing
- Innovative approaches to solving business challenges following this format:
 - What people-related business challenge were you trying to solve? (200 word max)
 - What specifically did you do to address the challenge? (250 word max)
 - What specifically was innovative about the approach? (100 word max)
 - What were the positive business outcomes from your actions? (250 word max)
 - If applicable, what was the ROI for this initiative? (500 word max)
- Why should your organization be honored for excellence in this category? (1000 word max)

Here are a few sample questions from this category:

1. Do you have a defined Total Rewards strategy?
2. To what extent are your benefits and compensation programs integrated?
3. What is the desired position, relative to the market, for...

	Significantly above market (75 th percentile)	Moderately above market median	At market median	Below market median	No philosophical desired position
Base pay?					
Total cash compensation? (base and variable)					
Benefits?					
Total compensation and benefits?					

4. How often does the Head of Total Rewards attend Board meetings?
5. How often does the Head of Total Rewards lead a comprehensive review of total rewards with the Board?
6. What is the forecasted merit increase percentage for next year by region?
7. What is the forecasted salary budget increase percentage for next year by level?
8. What percentage of each population is eligible for short-term incentives (STIs)?
9. How are individual bonuses (STI) weighted for employee populations?
10. What additional benefits/incentives does your company provide? (Select all that apply: childcare; fitness; subsidized meals, etc.)