

## Driving Organizational Performance

### Are you using a variable pay plan and, if so, are you reaping all the benefits?

An effective variable pay plan aligns employees' behaviors, efforts and performance outcomes to key business initiatives. Variable pay includes incentive pay, bonuses and recognition awards. In an era of flat base salary budgets and organizations' desire to contain costs, variable pay has become the most promising way that employees can grow their pay. If your organization is clear on the purposes of variable pay and has designed the plan to align to the organization's objectives, you have improved the likelihood that the plan will be successful in driving organizational performance.

### CompAnalysis designs variable pay plans that:

- ✓ Align with the business strategy and objectives
- ✓ Reduce subjectivity in assessing performance
- ✓ Create "line of sight" between employee performance and rewards
- ✓ Enhance employee commitment and motivation
- ✓ Consider all of the elements that are critical in the plan design

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