

Scary, Ugly, Nasty:

Your Toughest Compensation Questions Answered

WorldatWork Conference (May 2018)



Let's Meet our Contestants



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Here's the Game Board

My Job Is Bigger than Your Job	Regressing Toward Excellence	It's Lonely at the Top	You'll Get Nothing and Like It	What Were They Smoking?
<u>\$100</u>	<u>\$100</u>	<u>\$100</u>	<u>\$100</u>	<u>\$100</u>
<u>\$200</u>	<u>\$200</u>	<u>\$200</u>	<u>\$200</u>	<u>\$200</u>
<u>\$300</u>	<u>\$300</u>	<u>\$300</u>	<u>\$300</u>	<u>\$300</u>
<u>\$400</u>	<u>\$400</u>	<u>\$400</u>	<u>\$400</u>	<u>\$400</u>
<u>\$500</u>	<u>\$500</u>	<u>\$500</u>	<u>\$500</u>	<u>\$500</u>

Regressing Toward Excellence

If a company says that it is world class and wants to attract the best talent, how can it justify targeting base salaries at median?

Round 1

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<u>\$300</u>	<u>\$300</u>	<u>\$300</u>	<u>\$300</u>	<u>\$300</u>
<u>\$400</u>	<u>\$400</u>	<u>\$400</u>	<u>\$400</u>	<u>\$400</u>
<u>\$500</u>	<u>\$500</u>	<u>\$500</u>	<u>\$500</u>	<u>\$500</u>

You'll Get Nothing and Like It

Managers want to know specific market data for each of their jobs. Do I tell them no, or try to get survey data? For how many jobs?

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Regressing Toward Excellence

My pay is at the minimum of my salary range – with a 3 % annual raise, how will I ever get to market target/midpoint?

Round 2

My Job Is Bigger than Your Job	Regressing Toward Excellence	It's Lonely at the Top	You'll Get Nothing and Like It	What Were They Smoking?
<u>\$100</u>	<u>\$100</u>	<u>\$100</u>	<u>\$100</u>	<u>\$100</u>
<u>\$200</u>	<u>\$200</u>	<u>\$200</u>	<u>\$200</u>	<u>\$200</u>
<u>\$300</u>	<u>\$300</u>	<u>\$300</u>	<u>\$300</u>	<u>\$300</u>
<u>\$400</u>	<u>\$400</u>	<u>\$400</u>	<u>\$400</u>	<u>\$400</u>
<u>\$500</u>	<u>\$500</u>	<u>\$500</u>	<u>\$500</u>	<u>\$500</u>

My Job is Bigger than Your Job

What grade do I put a job in if the market data suggest a different grade than the job evaluation results?

Round 2

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<u>\$200</u>	<u>\$200</u>	<u>\$200</u>	<u>\$200</u>	<u>\$200</u>
<u>\$300</u>	<u>\$300</u>	<u>\$300</u>	<u>\$300</u>	<u>\$300</u>
<u>\$400</u>	<u>\$400</u>	<u>\$400</u>	<u>\$400</u>	<u>\$400</u>
<u>\$500</u>	<u>\$500</u>	<u>\$500</u>	<u>\$500</u>	<u>\$500</u>

What Were They Smoking?

Our company has a “pay for performance” philosophy but we just got rid of performance ratings. How is that going to work?

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What Were They Smoking?

Should I post what our salary ranges are for all to see, or is that just opening Pandora's box?

Round 3

My Job Is
Bigger than
Your Job

Regressing
Toward
Excellence

It's Lonely at
the Top

You'll Get
Nothing and
Like It

What Were
They
Smoking?

\$100

\$100

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\$500

My Job is Bigger than Your Job

Why is it almost impossible for an expert to have a higher grade than its manager?

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You'll Get Nothing and Like It

My company just implemented an unlimited vacation policy. What's the catch?

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Regressing Toward Excellence

We just did an equal pay audit and we need to make some gender based pay adjustments. Should we call this out as an equity adjustment?

Round 4

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<u>\$500</u>	<u>\$500</u>	<u>\$500</u>	<u>\$500</u>	<u>\$500</u>

You'll Get Nothing and Like It

How do you provide pay increases to high performers who are already paid high in their salary range or above range maximum?

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What Were They Smoking?

How does a company know if their compensation programs are effective?

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You'll Get Nothing and Like It

Joe & Sue are equal in all respects. Sue is a flight risk. Joe is not. Should we increase her pay over Joe's?

ASK US ANYTHING!

