



Compensation includes all financial returns, tangible services and benefits that an employee receives as a part of his / her employment. It may be adjusted according to the business needs, goals, and available resources. The compensation and benefits framework helps ensure efficiency, productivity, retention, reward and growth and also helps maintain a spirit of competitiveness within the organization.

SI IPL provides the external unbiased perspective using a combination of methods and tools to evaluate the framework and also applies benchmark industry data as applicable

<p>Customer need</p>	<p>Creating a compensation and benefit framework requires understanding of goals at an organization level along with competitive strategy. The C&amp;B framework ensures the organization's adherence to compliance. It also ensures a systematic approach to providing monetary compensation to an employee in return to the work performed. It provides a cost structure for labor input and helps manage contract labor. It also enables benchmarking, job leveling and customization of pay structure for different work units / individuals</p>
<p>How SI IPL can help</p>	<p>SI IPL has a ready to use benchmark compensation framework that can be customized to suit the organization's working structure or help the organization build a new compensation grid.</p>
<p>Scope and Deliverables</p>	<ul style="list-style-type: none"> <li>- Compensation framework</li> <li>- Compensation costing</li> <li>- Policies &amp; guidelines</li> <li>- Scoping of new positions</li> <li>- Job leveling / de-scoping</li> </ul>
<p>Customer responsibility</p>	<ul style="list-style-type: none"> <li>- Compensation policies</li> <li>- Employee list &amp; attendance</li> <li>- Payroll extract</li> <li>- Access to decision makers</li> </ul>
<p>Engagement approach</p>	<p>SI IPL uses a combination of ½ day workshops followed by workouts as a data gathering exercise. The documentation of the framework and the recommendations involve offline work which could take 3-5 working days depending on the size of the company.</p>
<p>Special Services (Optional)</p>	<ul style="list-style-type: none"> <li>- Industry benchmarks</li> <li>- Total Rewards</li> <li>- Award themes &amp; practices ( behaviors)</li> <li>- ESOP program design</li> <li>- Executive pay design</li> <li>- Variable pay design</li> <li>- Tax clarifications</li> </ul>
<p>Service Reference</p>	<p>SI IPL-HR-CB/2009-2</p>

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**Your Creative Business Catalyst**

Pricing	On request
Additional information	For a complete range of SIIPL Services, please visit <a href="http://www.siiplconsulting.com">www.siiplconsulting.com</a> or email us at <a href="mailto:inquiries@siiplconsulting.com">inquiries@siiplconsulting.com</a>

**About Strategic Interventions India Private Limited**

Strategic Interventions India Private Limited (SIIPL) is a business and operations advisory firm that is positioned as an organizational catalyst. Incorporated in 2003, it has worked with more than 50 customers from India, US and Singapore on various business, functional and domain aspects in select industry verticals such as manufacturing, healthcare, financial services, ICT & Education, Infrastructure and Retail.

SIIPL specializes in offering growth and change management consulting through its business life cycle services, functional problem solving through functional life cycle services, business transformation and outsourcing through its business transformation services and offers Executive coaching services through its Executive focus services as well. SIIPL projects typically span 6-36 months with clearly laid out milestones and deliverables. All SIIPL engagements involve ongoing knowledge transfer and training to maximize benefit to customers.

<b>strategicinterventions India Private Limited</b> #2, 2 <sup>nd</sup> Floor, RR Chambers, 11 <sup>th</sup> Main, Vasant Nagar, Off Millers Road Bangalore – 560052 Ph. +91-80-22202131/32 Fax. +91-80-22202134	URL: <a href="http://www.siiplconsulting.com">www.siiplconsulting.com</a> Email: <a href="mailto:inquiries@siiplconsulting.com">inquiries@siiplconsulting.com</a> SIIPL direct line: +91-80-41148279
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