

SI IPL HR

Service Brief

Total Rewards Management

The Total Rewards Management philosophy acknowledges that all organizations are different, requiring a strategic plan for compensation and benefits uniquely tailored for each company. An organization's compensation, benefits, work experience and employee development needs to be analyzed on par with the company's culture to design a total rewards strategy.

SI IPL help organizations develop a total rewards strategy that helps address the company's overall business strategy, corporate culture and global alignment of programs

Customer need	In times of rising compensation and benefits costs and changing demographics, companies are need to be more aware of the need to maximize spending on salary and benefit programs. Companies need to be aware on how to allocate money effectively between compensation, benefits, and work-life issues to ensure employee satisfaction, productivity, and retention. A total rewards framework ensures easier recruitment of better-quality staff, reduces wastage from staff turnover, better business performance and an enhanced reputation of the organization as an employer of choice.
How SI IPL can help	SI IPL has ready to use total rewards framework that can be combined along with industry best practices and be customized to suit the organization's working structure Key organizational stakeholder groups are involved in the process to ensure complete capture of required information.
Scope and Deliverables	<ul style="list-style-type: none"> - Total Rewards framework - Policies & guidelines
Customer responsibility	<ul style="list-style-type: none"> - Compensation framework - Employee Remuneration Strategy - Cost of compensation & benefits - Policies and Guidelines
Engagement approach	<p>SI IPL uses a combination of ½ day workshops followed by workouts to expedite the process. This needs decision maker involvement for these sessions which can last up to 3-5 business days spread over 2 weeks.</p> <p>SI IPL does the basic draft documentation if required or simply does the review of the document thereby offering the customer a choice of price points for the effort. The model provides for 2 iterative reviews to close out the effort.</p>
Special Services (Optional)	-
Service Reference	SI IPL-HR-TRM/2009-2
Pricing	On request
Additional information	For a complete range of SI IPL Services, please visit www.siiplconsulting.com or email us at inquiries@siiplconsulting.com

strategicinterventions India Private Limited
Your Creative Business Catalyst

About Strategic Interventions India Private Limited

Strategic Interventions India Private Limited (SI IPL) 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.

SI IPL 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. SI IPL projects typically span 6-36 months with clearly laid out milestones and deliverables. All SI IPL engagements involve ongoing knowledge transfer and training to maximize benefit to customers.

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