

## **COMPENSATION REVIEW**

An organization's compensation system can have a major impact on the success of that organization. The most effective compensation system can be very different from one company to the next, and can differ over time for the same organization.

Achieving an effective compensation system requires a diagnostic approach. What does this mean? To identify the most effective compensation system for a given organization, it is first necessary to understand that organization, its strategy, and its people. However, this does not mark the end of the compensation process. Determining actual values for a given employee depends on a combination of:

- The relative value of that employee's job to their employer
- The value that the labour market places on that job
- The value of that employee's performance and capabilities

Munday Recruiting and Consulting can assist with the creation and development of job descriptions and compensation recommendations. For example, a Property Management position has specific key factors that Munday Recruiting would take into account while determining compensation for this position. Factors such as:

- The size of building
- Building portfolio

Munday Recruiting and Consulting also focus on key factors when determining compensation for Construction personnel. Factors such as:

- Experience / Completion of an apprenticeship program
- Diversified skills

Market pricing is a very common method to determine the value of each job, and it is the simplest. If you are in need of a Property Manager, Resident Manager, etc, you observe what other companies are paying for these jobs and then make similar offers. If you need exceptional performance from your employees and you can afford it, you can pay above the "going rate" in order to attract the most qualified candidates.

To simplify the process of determining the market rates for each job, companies have the option to utilize consultation firms such as ours, to offer you guidance and assistance.

