

# Compensation & benefits



In an increasingly competitive business environment, human resources are crucial to every organisation. With a fierce focus on bottom lines, companies are determined to get the most out of their human capital.

A highly skilled, proficient workforce has been shown to be a significant source of sustainable competitive advantage – and identifying, hiring and investing in talented employees is one way successful organisations can drive productivity while improving quality and economic performance. However, businesses do not work in vacuums – and nor do their employees.

Disparities in pay – across economic sectors and across and within companies – have been shown to be a significant cause of employee discontent – and contribute to high staff turnover, lower morale and poor job satisfaction.

At the same time, employers want to ensure their remuneration packages are competitive to avoid the risk of losing their top performers to rivals. Benchmarking compensation and benefit packages can help companies to meet this challenge. Our market-leading compensation and benefits studies help businesses to determine jobs' market value, benchmark salary ranges, suggest equitable salary ranges and ensure internal parity.

Our studies help create transparency and accuracy across a business – and identify where employees are – based on their roles – being over- or under-paid.

Our compensation projects range from conducting full compensation studies to supporting organisations at each step of the compensation process. Our human capital experts help clients determine the market value of each job based on responsibilities and complexities.

We establish a benchmark to clarify the relationship of salary and benefits to overall compensation and recommend frameworks to better control salary costs.

As an additional service, we can prepare job descriptions and job specifications for all positions by understanding roles, responsibilities and competencies. This includes evaluating jobs' relative worth and properly classifying job positions.

## Contact us:



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