

“The churn was very bad last year...there is also a need to re-design a compensation package that is easier to communicate and is more in tune with our growth strategies.”

This was an Indian subsidiary of a large 100 year old multinational corporation producing interconnect solutions and cable assemblies.

Our Diagnosis

After comprehensive analysis we felt that employees were looking more for “cash-in-hand” than a saving they’ll see after many years. Their compensation package besides being tax-efficient had also to be in line with the current market scenario.

We also felt that a performance-based compensation would also be supportive of the company’s consolidation and growth strategy for India.

Action

A workshop was organised for the team of senior and mid-level managers addressing their concerns regarding the objectives of the proposed framework and changes to their prevailing work structure.

Their benefits package was reviewed against a set of parameters that had been identified as critical to the organisation including talent acquisition and building a robust performance culture.

What we Achieved

Today the company has a transparent system, substantial tax-reduction has also been possible and the work culture is more conducive to attracting talent.

