

Never underestimate the power of many professionals focused on one goal.

Custom Compensation Survey

JER HR Group takes an exceptional approach, partnering closely with clients, custom designing, then implementing comprehensive compensation and Human Resource strategies that support the company's culture and objectives. Applying 25 years of experience and a "whatever it takes" attitude, our goal is to provide flexible, capable, and reliable resources to our client partners. Our proven reputation is built on the fact that your satisfaction is our highest priority.

AN OVERVIEW

Custom Compensation Surveys are instrumental in designing a competitive compensation program that will help you make the right decisions for your organization. Competition for talent and facing a restricted salary budget makes it more challenging than ever to attract and retain skilled employees. To meet these challenges, you need unparalleled access to the right compensation data, ensuring your organization is competitively positioned to attract the talent you need.

JER HR Group can help you build a competitive compensation plan that aligns with your organization's goals and objectives, so you have the ability to level roles for benchmarking as well as analyze total cash compensation.

KEY ADVANTAGES OF A CUSTOM COMPENSATION SURVEY:

- Focused position-specific data
- Clear competitive advantage
- Relevant market data that is targeted to an organization's direct peer market
- Standardized, proven data gathering and reliable statistical analysis, with objective interpretation of compensation data
- Optional inclusion of data on selected compensation and benefits practices, ensuring the overall competitiveness of an organization's total compensation program

**Performance
Value
Results**

OUR PROJECT DELIVERY MODEL



OUR APPROACH

The keys to successful custom survey design are a simple, well-designed questionnaire; good project management; and expert analysis. JER follows a standard project management approach to deliver a customized solution for its clients.

We utilize the following survey project management model in designing a custom survey.

Content Design & Development

Identify Objectives

- Meet with the client to understand survey objectives and define expectations
- Determine survey format
- Discuss project time-line

Survey Design

- Customize questionnaire to address client needs and topics of interest
- Develop customized questions and review with client
- Create simple, user-friendly format



Survey Administration

- Identify potential participants and review with client
- Finalize participant list
- Build communication plan with client and participants
- Design customized emails inviting participation
- Regular reminders to promote participation
- Strategize with client to enhance participant response rate



Data Analysis

- Review and scrub data on incomplete or unclear responses
- Analyze data and prepare findings



Review & Reporting

- Review and present findings then present client report
- Design and distribute participant report

**Design Drives the
Desired Outcome in
Custom Surveys**

SURVEY DESIGN

Questionnaire Development

JER HR Group collaborates with clients to develop effective survey tools. Designing the survey questionnaire is a major component in the success of a custom survey. Key consideration is to ensure that critical information is requested in a format that is unambiguous, professional, yet simple to complete. We focus on the most important data inputs that will achieve a client's objectives.



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Survey Methodology

Our survey methodology is consistent with the standards set forth by industry associations. We are experienced in gathering sufficient data to ensure reliability, through careful follow-up and by providing hands on assistance to participants in completing the survey.

Project Timeline

Typically, custom compensation survey projects can be completed within ten to twelve weeks depending on the scope of study, participant completion time and survey methodology. In general, the length of time depends on the number of positions surveyed and the scope of data requested, including base salary, benefits, compensation practice and variable pay.

ANALYSIS

Data Analysis

We perform extensive analysis of the data obtained from the survey and utilize our proprietary model for trend analysis. We normalize data reported for organizations reporting outside the central tendency due to size, scope or job content, geography and as appropriate, adjust them accordingly.



Data Integrity

Confidentiality and integrity of the data is maintained at all times during the survey. As a third party collecting data from participants, we ensure the following:

- Data matches are reviewed and screened to ensure integrity of responses.
- Client and participant confidentiality is maintained at all times.
- Data is reported in the aggregate. Individual responses are not reported.
- Minimum participation levels are required to present findings.

PRESENTATION

Client Reports

Our clients receive a fully customized report that provides useful information for compensation planning. For each position surveyed, participants receive a summary report that identifies the 25th, 50th (average median) and 75th percentile data. Your report includes:

- Custom survey data reported for individual survey positions.
- Base Compensation, Total Cash Compensation, and Total Compensation.
- Both the highest and the lowest salaries are excluded from the summary report to protect confidentiality of participant data.
- All participants will receive a summary report and data, inclusive of data from the survey sponsor.

**JER HR Group has 25
years of Custom
Survey experience**



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ABOUT US

Headquartered in New York City, with offices in Greensboro, NC, JER HR Group LLC is a premier Human Resource and Compensation consulting company with over 25 years of experience and expertise in meeting the strategic and complex HR needs of organizations across the U.S. We provide customized services in the areas of Human Resource Compliance, Compensation, Executive Search & Recruiting and Training.

We pride ourselves on the ability to quickly and accurately capture market requirements and formulate creative solutions despite aggressive time and budget constraints.

Our skillful and knowledgeable professionals offer consultation, HR project management, development and technology tools, and assistance with compliance with regulatory changes that impact your business. JER HR Group's consultants, trainers and search professionals, many of whom have senior level certifications and advanced degrees, are in the top tier of experience and expertise in their field.

OUR SERVICES

HR Consulting and Support

- Interim HR Professionals
- Employee Handbooks
- HR Audits
- Affirmative Action Plans

Compensation Consulting

- Executive and Staff Compensation
- Compensation Compliance Reviews
- Performance Management Systems
- Organization Structure Review

Executive Search & Recruiting

- Team of accomplished recruiters with HR backgrounds
- Proven recruitment process and search methods
- Diverse industry expertise

Training & Development

- Customized management & leadership training & coaching
- Team building, safety and other types of training for your staff
- Wide variety of diversity training and coaching services

Assessments, Surveys & Tools

- Pre-hire job fit assessments
- Complete line of DiSC products
- Compensation Surveys
- Employee Engagement Surveys
- Applicant Tracking system
- HR Information System



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