

# Total Rewards ROI 全面薪酬投资回报率分析



Develop Right  
Aon People Analytics  
Hire Right  
Reward Right

## CEO 首席执行官

Does rewards investment align with business strategy and performance?

薪酬投入与业务战略以及业绩表现一致吗？

## Rewards Committee 薪酬委员会

Does the level of executive pay align with that of business performance by peer group?

与竞争对手相比，高管的支付水平与业绩表现一致吗？

## CFO 首席财务官

How to optimize the rewards spending portfolio while driving more financial result?  
如何优化薪酬给付，从而带来更多财务回报？

## CHRO 首席人才官

Does rewards strategy support people strategy by attracting and retaining right employee groups?  
薪酬策略是否支持公司的人才策略？能够吸引并保留需要的人才？

- Actual pay-out does not align with agreed pay philosophy in EVERY company

每家公司的实际薪酬给付与制定的薪酬策略都有差别

- Perceived value of rewards by employee is normally 70% of real rewards spending

通常员工能感知到的薪酬价值仅为薪酬实际给付的70%

- At least 25% of rewards investment is underwatered.

至少25%的薪酬投资未见成效

- Only 20% companies use non-cash rewards program.

只有20%的公司在使用非现金激励项目

Total Rewards ROI analytics generate tangible, actionable diagnosis results for business leaders to make rewards decisions on data-fact basis.

全面薪酬投资回报率分析为业务负责人提供量化有效的诊断结果，帮助业务负责人以数据为基础制定企业的薪酬决策。

# How much investment really counts?

## 投入的钱有多少能真正产生作用?

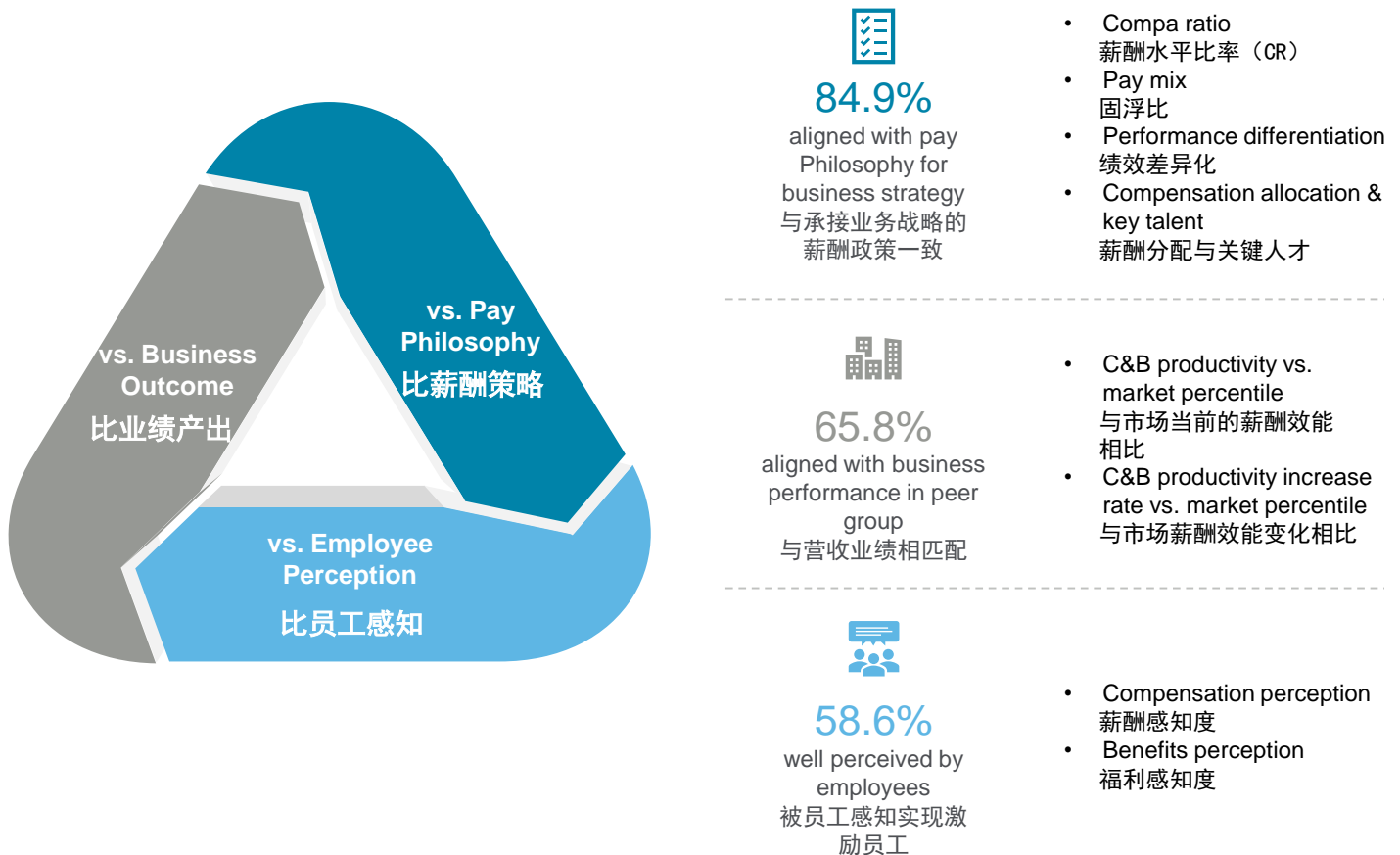
### ► Total Rewards ROI Index

全面薪酬投资回报率



### ► Three Dimension Analytics

三维度分析



Contact us for more information:

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欢迎联系我们，了解更多信息

