

THE SARA REWARDS **SHOWDOWN**

VS

IN THE RING
WITH THE
REAL ISSUES

SARA Conference 2011

27 – 28 October 2011

Gallagher Estate, Midrand

Where did you travel from to attend the SARA conference?



Are you a member of SARA?

1 Yes



2 No



As a reward practitioner, how much time do you typically spend on pay analysis/pay structuring/job evaluation

① Up to 20%



② Up to 40%



③ Up to 60%



④ Up to 80%



⑤ Up to 100%



As a reward practitioner, how much time do you typically spend on pay analysis/pay structuring/job evaluation

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② Up to 40%



③ Up to 60%



④ Up to 80%



⑤ Up to 100%



Do you have a documented reward strategy?

1 Yes



2 No



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1 Yes



2 No



Is EVP a proxy for Total Rewards?

1 Yes



2 No



Is EVP a proxy for Total Rewards?

1 Yes



2 No



DAY 2

Do we still reward for failure, i.e. in the fool's paradise scenario

1 Yes



2 No



Should a grind stone scenario be rewarded for other characteristics and leadership shown be by CEO

1 Yes



2 No



What is the current state of your recruitment strategy?

① We are hiring aggressively

13%

② We are still hiring

73%

③ We have frozen recruitment

10%

④ We are downsizing

4%

Have you been involved in retrenchments or downsizing in the last three years (all employee levels) and on what scale?

① Yes, over 20% of workforce



② Yes, under 20% of workforce



③ Not at all



What is our greatest reward challenge for the next two years?

① Pay scales getting out of hand/ cost of labour

10%

② Getting the mix of pay right (fixed versus variable, non-cash, benefits)

38%

③ Making a far stronger link between performance and reward (all levels)

52%

To what extent does your company involve line managers in pay decisions:

① HR makes the pay decisions

16%

② Line Managers involved to a limited extent

26%

③ It is a 50/50 partnership between Line and HR

34%

④ Pay decisions are made and communicated by Line Managers

24%

Is it one of your strategic objectives to spend more time on pay communication in 2012:

① Yes - One of our key reward focus areas for 2012



② Yes - To a limited extent



③ No



Do you think Executives are overpaid?

1 Yes



2 NO



Do you think workers are as productive as international counterparts?

1 Yes



2 NO



Do you think it would create more jobs if we had a more flexible labour market regulation?

1 Yes



2 NO



Should we create entry level jobs with the sole purpose of hiring more people to create jobs – but at a lower pay rate?

1 Yes



2 NO



Do you think we should increase the tax rate for rich people?

1 Yes



2 NO



Are there models in the world we could copy or learn from?

1 Yes



2 NO



How important are Work-Life programs within your organization's total reward strategy?

- ① Extremely important (a major component in our reward strategy)



- ② Somewhat important (they have their place and usefulness)



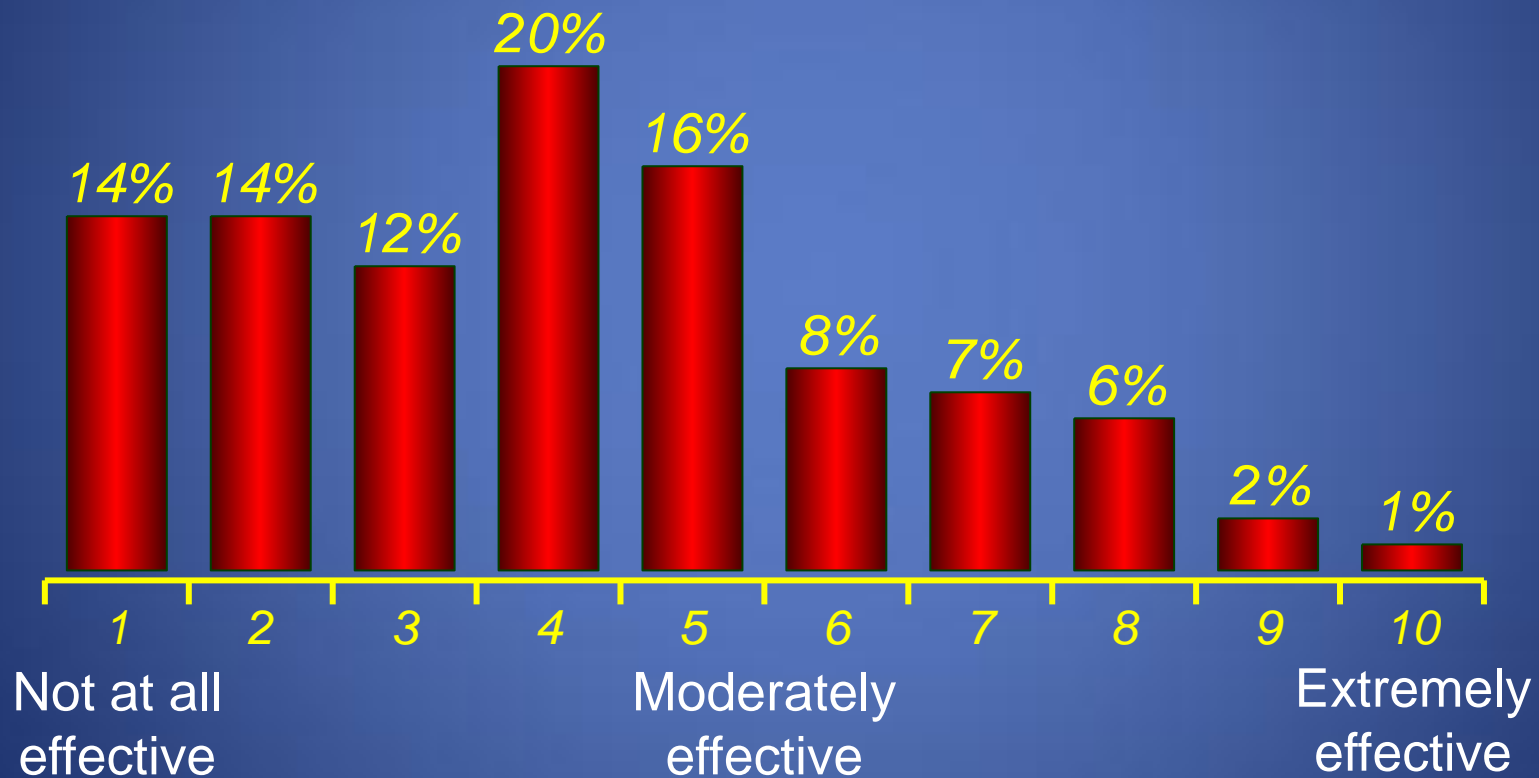
- ③ A bit important (other components of total rewards are valued more)



- ④ Not important at all (a personal life? what's that?)



On a scale from 1 to 10, please rate the effectiveness of your organization's current Work-Life initiatives in satisfying employees and motivating performance.



How many compensation changes has your organization implemented/plan to implement this year?

