



# 2022 Compensation Trends: Stand Out in a Crowded Talent Market

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# Today's Presenters



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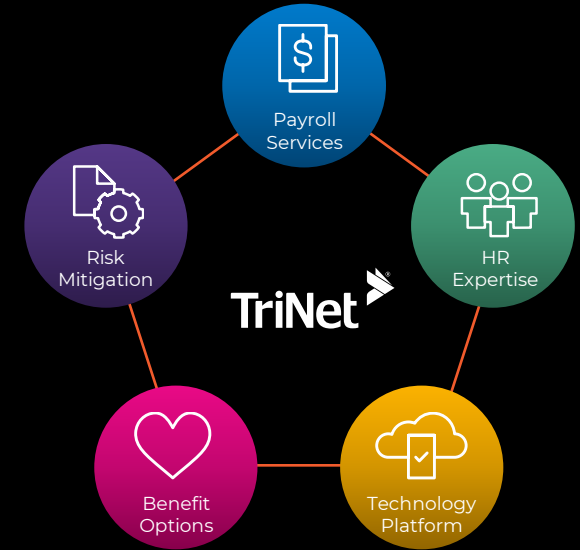


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Full-service HR  
so you can focus  
on your business



**30+** years in  
business

**~326,000**  
Worksite employees\*

**17,500+**  
clients\*\*

**\$37B+** payroll  
managed

# Disclaimer

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# Agenda

Workplace trends

Compensation trends

Resources

Call to action

Q&A



# Top trends



## Flexible Work Environment

80% of companies expect some of their workers will be remote<sup>1</sup>



## Humanization of the Workforce

2/3 of job seekers said that a diverse workforce is an important factor for evaluating offers<sup>2</sup>



## Employee Well-being

15% to 20% of total payroll in voluntary turnover cost is due to burnout<sup>3</sup>



## The Great Resignation

95% of workers are now considering changing jobs.<sup>5</sup>

# People want flexibility to work from anywhere

The number of people who work from home has increased by **140%** since 2005<sup>1</sup>

By 2028, **73%** of all departments will have remote workers<sup>2</sup>

Companies allowing remote work have **25%** lower employee turnover than those that don't<sup>5</sup>



# Evaluating Geographic Pay Structures



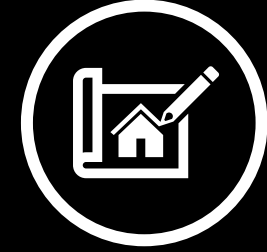
## HQ or Regional

Pay structure based upon company headquarters



## Residence or Remote Work Location

Based upon where the remote employee lives



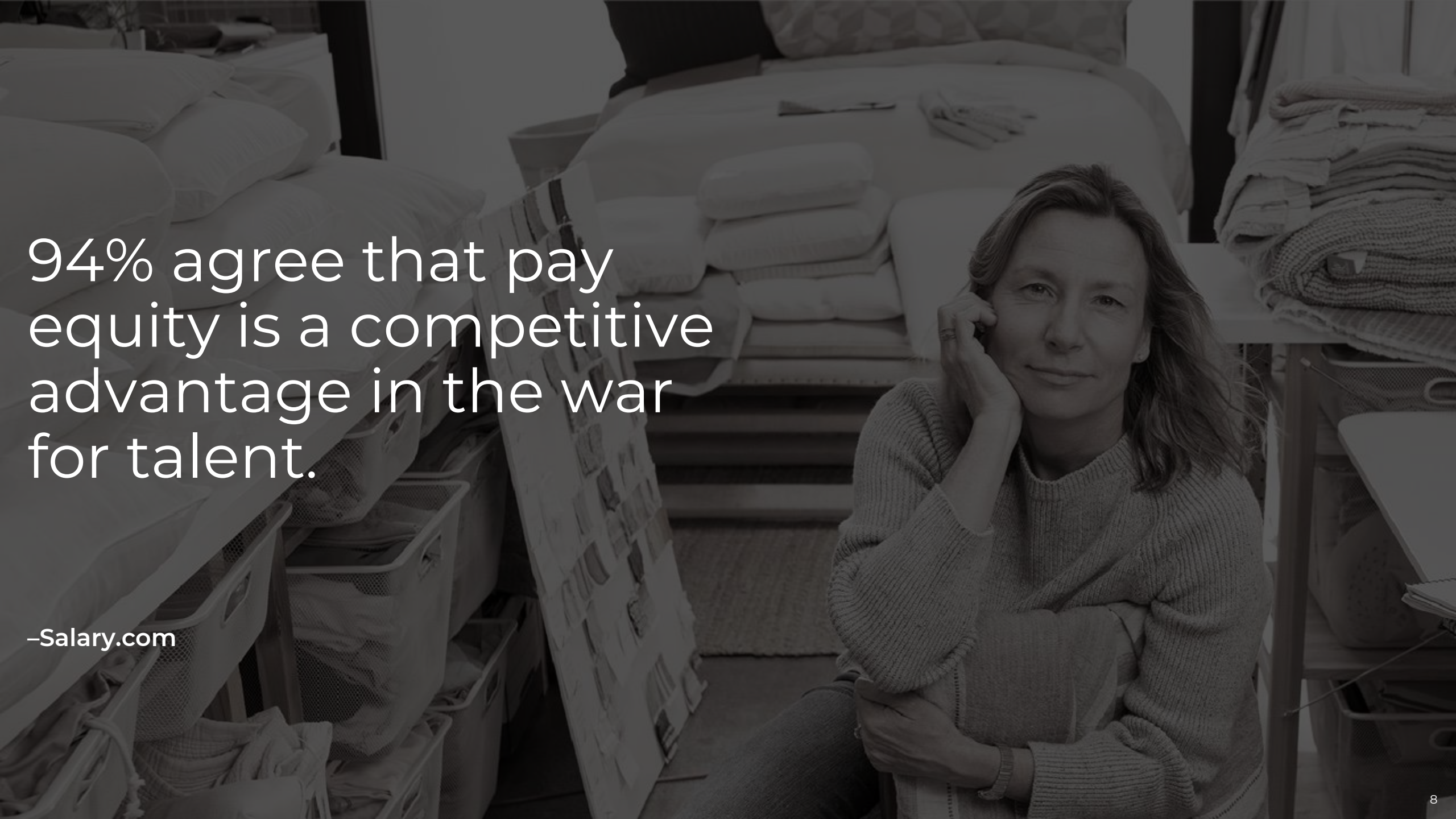
## National Average

Based on national average for the position

# How to select a geographic pay structure that is right for your organization

- Analyze all possible options
- Align with strategic goals and priorities
- Consider employee impacts
- Conduct salary benchmarking studies
- Communicate, communicate, communicate
- Be consistent, equitable, and transparent

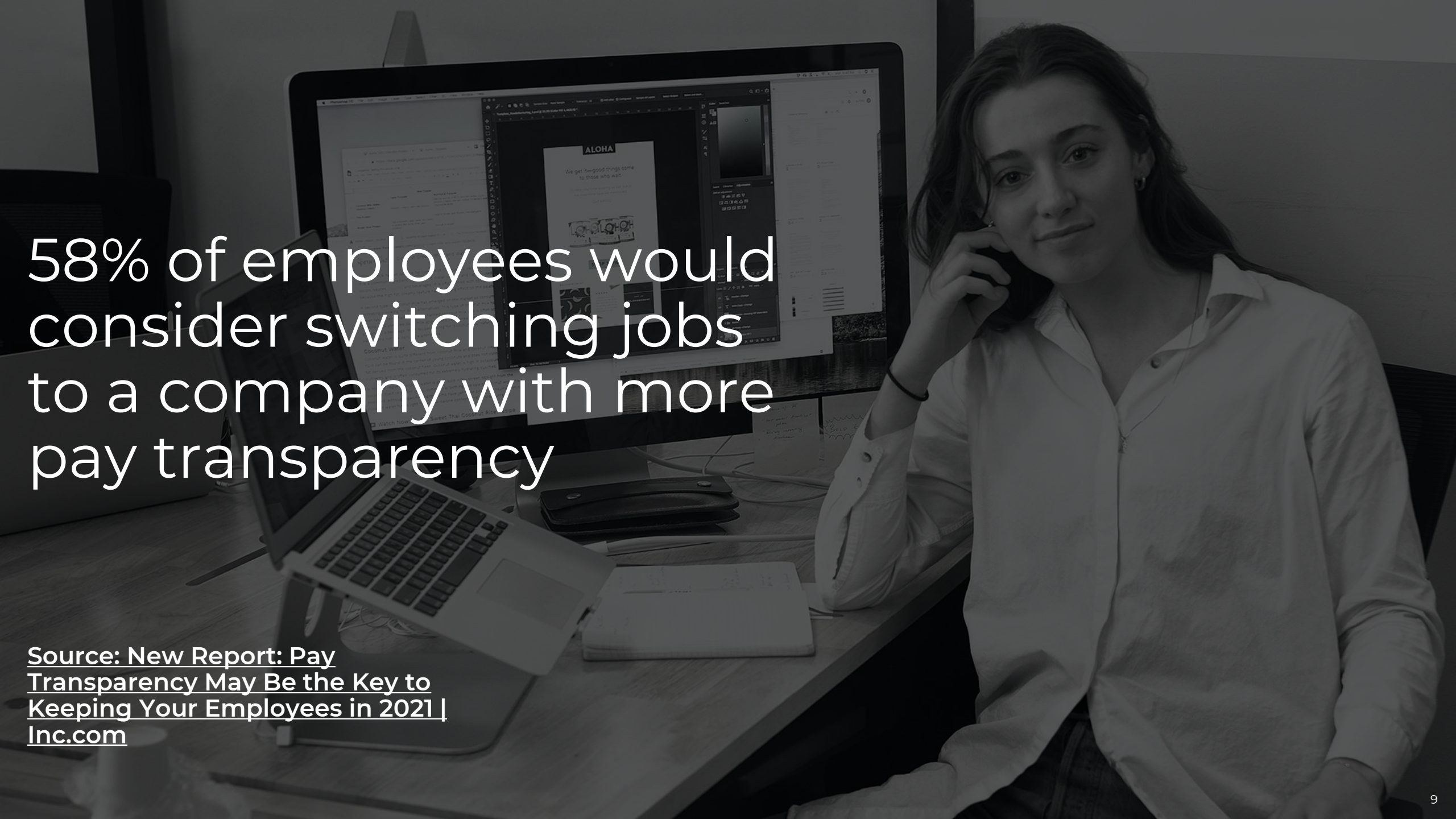




94% agree that pay equity is a competitive advantage in the war for talent.

–Salary.com

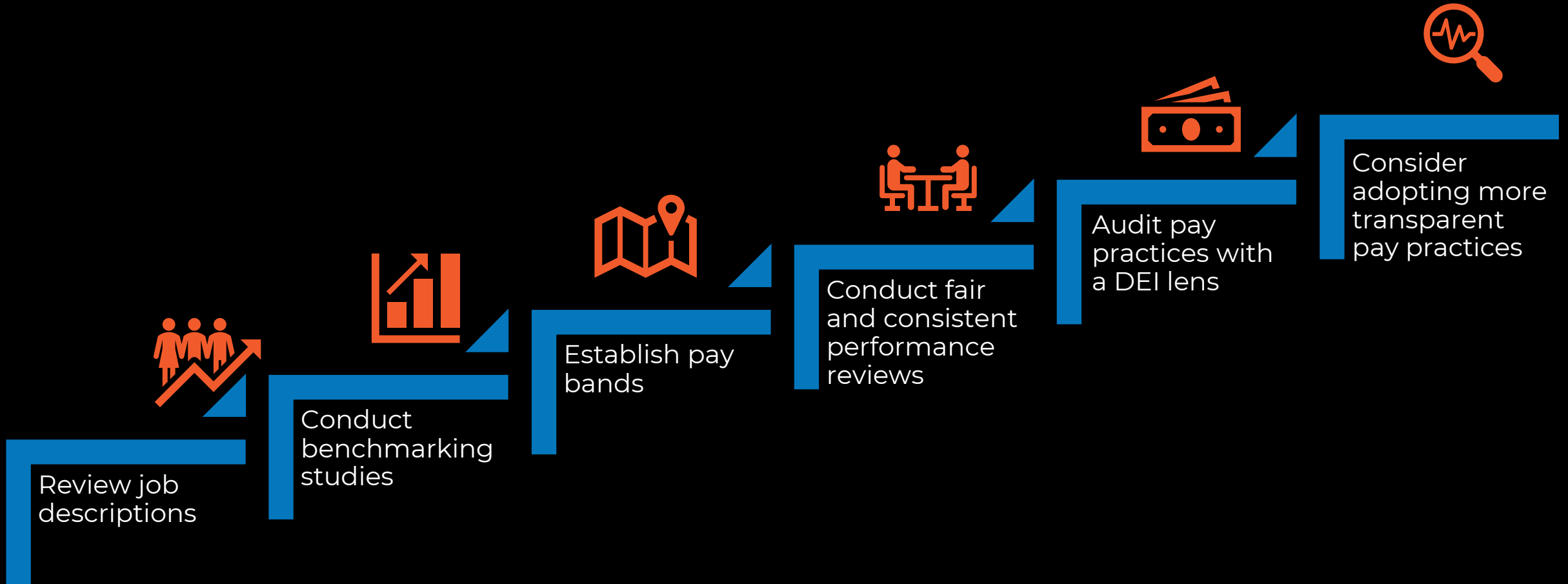




58% of employees would consider switching jobs to a company with more pay transparency

Source: New Report: Pay Transparency May Be the Key to Keeping Your Employees in 2021 | Inc.com

# Call to action



# Compensation Philosophy

- Core values
- Pay strategy
- Pay equity
- Rewards and incentives
- Compensation breakdown
- Commitments

A compensation philosophy is a formal statement about the compensation program and reward strategies of a company.



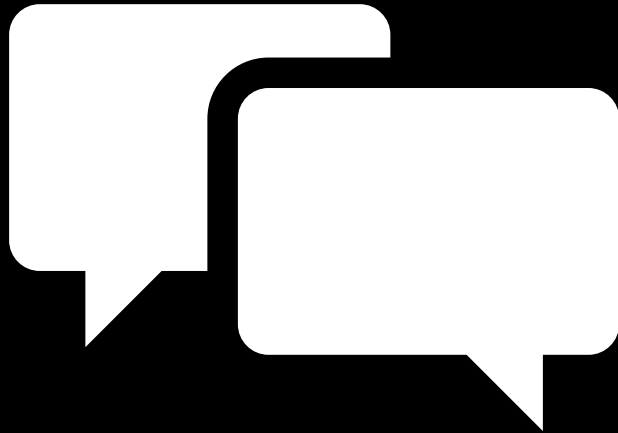


“This is the most  
turbulent  
compensation  
environment in  
30 years.”

Tom McMullen, Sr. Client partner in the  
total rewards practice at Korn Ferry



# How about your organization?



What creative strategies  
is your organization  
using to incentivize  
employees to stay –  
*beyond pay increases?*

# Pay compression

## STRATEGIES FOR SUCCESS

- Face the realities of a tight labor market
- Understand what motivates employees
- Look for obvious inequities
- Use broader pay ranges
- Gather the facts

Pay compression is when employees who have been in a job for a long time make less than new hires in the same position.

# Wrap Up

- Do what you can to retain employees
- Seek first to understand
- Think outside of the box
- Start small





Questions?

# TriNet—Additional Resources Available



Compensation  
benchmarking  
and consulting

Organizational  
assessment

DEI assessment

Training  
programs

Employee  
engagement  
and retention  
strategies