

# COMPENSATION

*“We needed a compensation study done quickly, thoroughly, and expertly. HRDS came through in every respect. Your customer service is excellent—you assessed our needs, gathered data, kept us informed and delivered a quality product on time.”*

— Wendy Roberman,  
Human Resources Manager  
Albemarle County

## *A well-designed compensation program will benefit your organization*

In today's dynamic marketplace, competitive compensation strategies are key to attracting and retaining high performing employees to sustain company success and growth. Compensation programs are more than the grades, ranges, and policies required to properly pay people. They are vital in the overall strategy of maintaining competitive labor costs while providing quality services and products. How your organization pays its employees says a great deal about its vision of the future, and its commitment to success.

### LINKING COMPENSATION WITH STRATEGIC GOALS

Is your organization seeking reward mechanisms that better support the link between strategic goals and compensation? HR Diversified Solutions (HRDS) approaches each compensation project as an opportunity to assist an organization in aligning its pay programs with its strategic vision and goals. HRDS helps your organization to:

- develop and implement a clearly defined compensation program
- ensure your reward systems are properly tied to organizational, unit, and departmental goals
- develop and implement custom programs that match your employee relations environment

HRDS will help your company attract and retain an effective, high-quality workforce through development of an effective compensation plan, which includes

development of job descriptions, salary structures, and administrative guidelines.

For established compensation programs, HRDS supports all elements involved in the renovation of compensation programs. This includes audits, internal equity plans, job documentation formats, and communication of program changes to employees. HRDS offers a wide-range of compensation-related services.

### HRDS MENU OF SERVICES INCLUDE:

#### Assessment

- Analyze your employee demographics to align pay practices with employee population
- Assess your total rewards philosophy and plans to ensure they align with your strategic business objectives, company profitability, and affordability

#### Consultation

- Fully discuss each available alternative prior to the development stage to ensure compliance with corporate objectives and budget

#### Development

- Develop pay programs that reward productive effort, motivate improvement, and foster employee retention
- Develop total compensation planning, which integrates short- and long-term total rewards programs and relates total pay to organization productivity and performance enhancement

#### Communication

- Develop appropriate total compensation communications materials that enhance employee understanding, appreciation, and buy-in



**HR Diversified Solutions** LLC  
*Local Presence, Global Knowledge*

T: (434) 975-5415  
F: (434) 978-7302  
E: [Info@HRDiversifiedSolutions.com](mailto:Info@HRDiversifiedSolutions.com)

1920 North Pantops Drive  
Charlottesville, VA 22911  
[www.HRDiversifiedSolutions.com](http://www.HRDiversifiedSolutions.com)