CORPORATE HUMAN RESOURCES
GLOBAL COMPENSATION
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Company Background
Fortune 350 corporation that is a leading manufacturer of access equipment, specialty vehicles, and truck bodies for the primary markets of defense, concrete placement, refuse hauling, and fire & emergency.

Project Summary

Objective
• Review compensation plans against competitors
• Benchmark company to market data

Tasks
• Gather market compensation data
• Collect corporate-wide global compensation data

Challenges
• Compensation Locally Housed
• Internal vs External Job IDs

Results
• Reduce costs of compensation reports
• Improve efficiency in data reporting

Take Aways

Glimpse of benchmarking process role strategic planning
Knowledge of Global Labor Laws
Opportunity to work with HR Representatives in various countries

Information Collection & Reporting

1. China
2. Russia
3. Netherlands
4. Hagerstown, MD
5. Dodge Center, MN
6. Romania
7. United Kingdom
8. France

Consolidation

Report Costs $ Time Collecting Data
Consistency Market Data to Benchmark Standardization

Survey Deadlines

Additional Side Projects

TOWERS WATSON
AON MERCER

OFCCP Compliance
Continuous Improvement Plan Consolidating
Benefit’s Dependent Audit