



A MINI CASE STUDY

Aligning a Compensation Philosophy with Organizational Values

Client Demographics

Nonprofit HR Practice Area: Total Rewards

Location: Washington, D.C.

Sector: Nonprofit

Mission Type: Gender Equity

Staff Size: 300+ employees

Annual Budget: \$19 million

Scope of Work: Compensation & Benefits

Scenario

A gender equity nonprofit engaged Nonprofit HR to conduct a market analysis and update their compensation structure, compensation philosophy, pay practices and policies. The Total Rewards team from Nonprofit HR then supported the organization in the formation of an executive summary and recommendations, introducing the new compensation program to staff and an assessment of their benefit plans and programs.

Project Duration: 3 weeks

Project Goals

Maintaining and improving retention rates relies on how educated employees are on the organization's compensation structure and philosophy. Educating staff on how the salary structure and benefits offerings are aligned with the mission will help the organization stay true to its cause and remain competitive in the industry.

Considerations

- 1 The organization has never conducted a full compensation study, leading to job title overlap and unclear task assignments.
- 2 Despite the organization offering an exceptional benefits package, staff often lacked understanding of how the current salary and benefits align with the organization's mission.

Solutions

Nonprofit HR helped the client create and implement a strong compensation philosophy that clearly supports benefits, allows for compensation to be aligned better with the market and aligns to their internal value of equity. Within this structure, employees also had a clearer understanding of how to advance within the organization through clearly defined titling that supported this successful outcome.