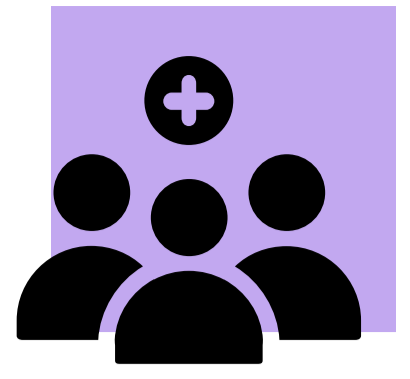


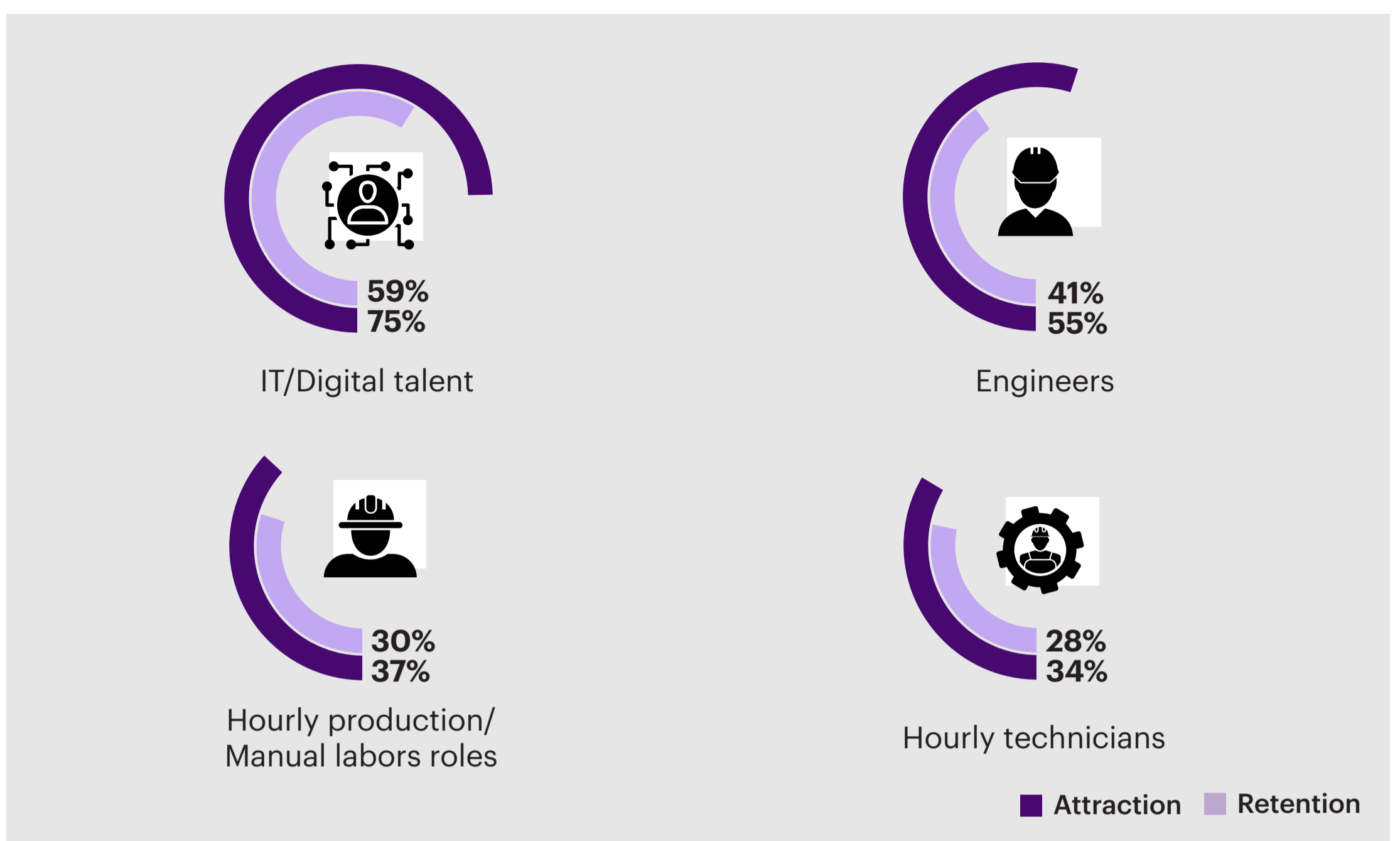
Attraction and retention issues plague organizations around the world

Highlights from the July 2022 Salary Budget Planning Survey



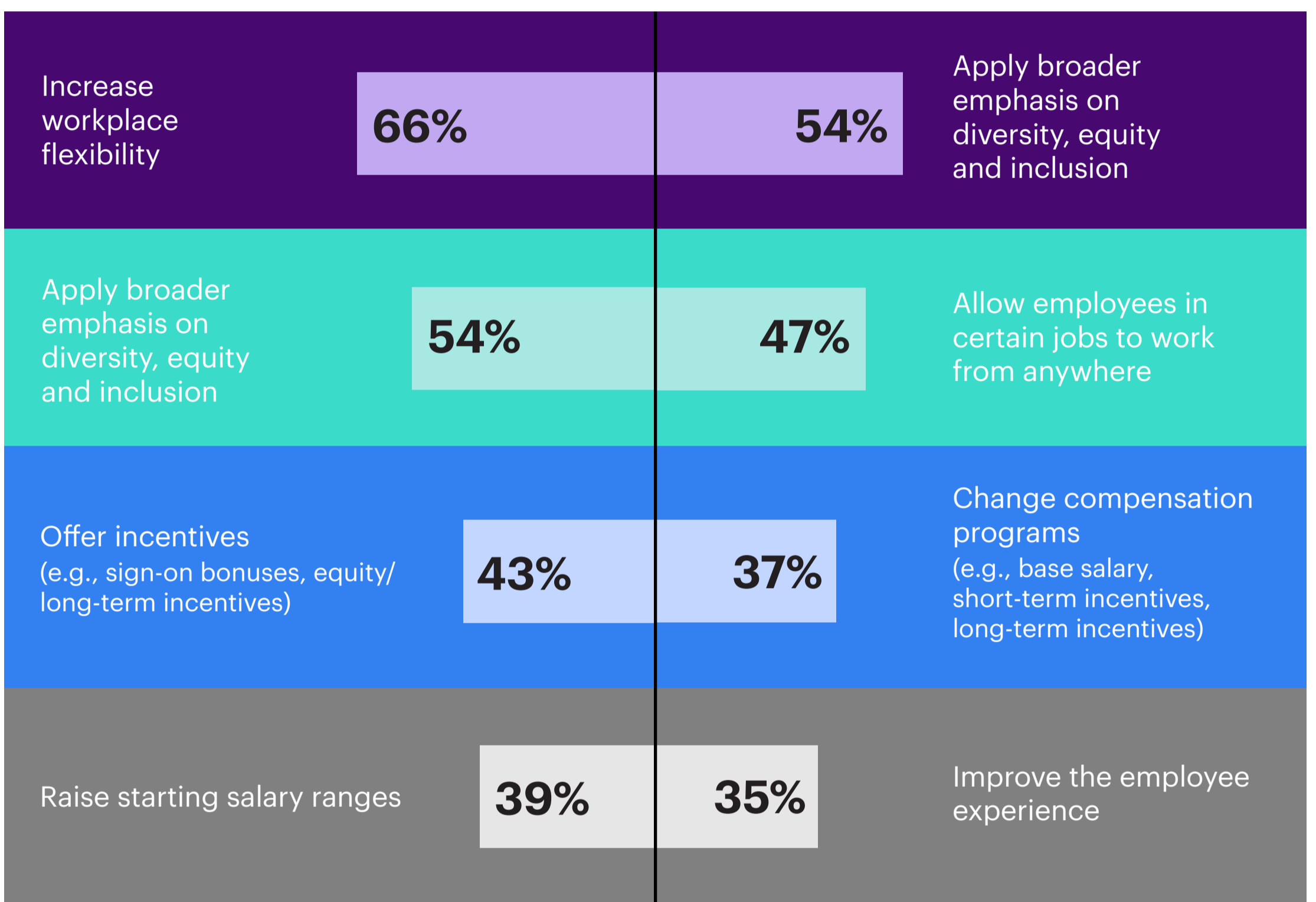
Summary: Attracting and retaining talent is a bigger problem for employers this year than it was in 2021.

Employee groups that are posing the biggest challenges

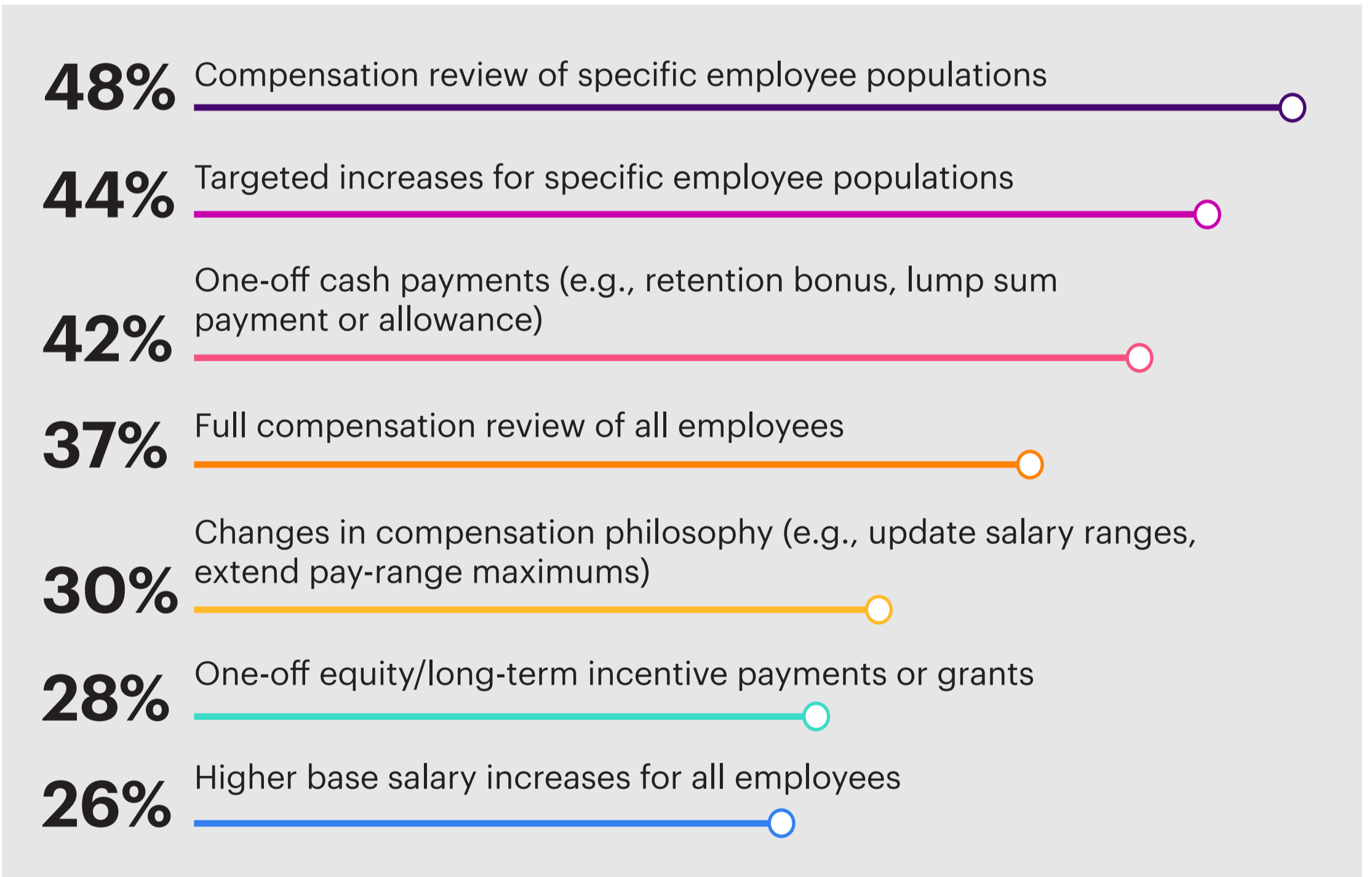


What employers are doing to attract talent

What employers are doing to retain talent



Pay-related actions employers are taking to retain talent



Actions your organization can take

- 1 Stick to your compensation strategy.** Once you've determined your strategic goals that align with your compensation philosophy and business strategy, stand by your plan.
- 2 Narrow how you will achieve your goals.** Set clear priorities and remember that your goals and priorities will be different than other organizations'.
- 3 Segment your workforce as you develop your goals.** Whether that's by employee level, performance level or areas for which you're having trouble attracting and retaining, have a plan for how – and on whom – you will spend your salary increase budget dollars.
- 4 Take a Total Rewards approach.** Pay is important, but it's not the only factor employees consider when choosing to stay with or leave an organization. Take a holistic approach to your talent value proposition.
- 5 Back your decisions with sound data.** When it comes to spending money on your talent, basing decisions on your gut instinct or employee demands is a quick way to failure. Always leverage reliable, consistent intelligence.

Source: July 2022 Salary Budget Planning Survey
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