

Benefits Online

Benefits Design Practices Survey
HR Policies and Practices Survey

Sample Report

Benefits Online



Tap into live, comprehensive benchmark survey data — anytime, anywhere.

Benefits Online is our global subscription-based benefit benchmarking platform, designed to help your organization access detailed market information from our main benchmark surveys covering HR policies and benefits design practices from a single, intuitive application.

Your subscription options for Benefits Online

Standard subscription:

Option available to Participants and Non-Participants

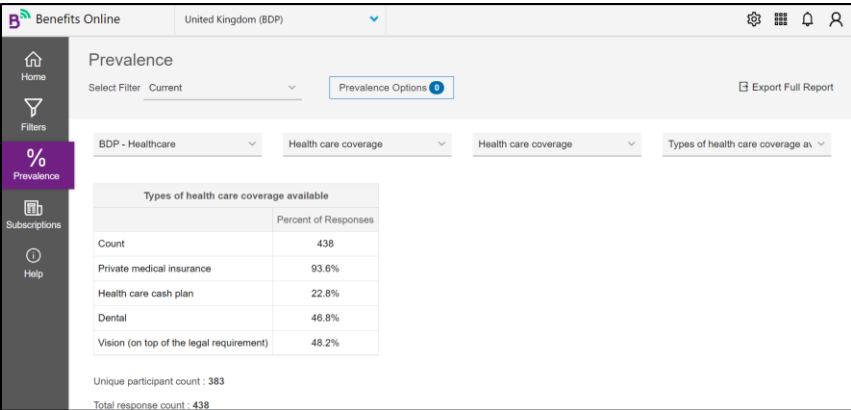
Submit your organization’s survey data and you will be provided a complimentary Standard subscription for up to a year. Data is refreshed once a year*.

Custom subscription:

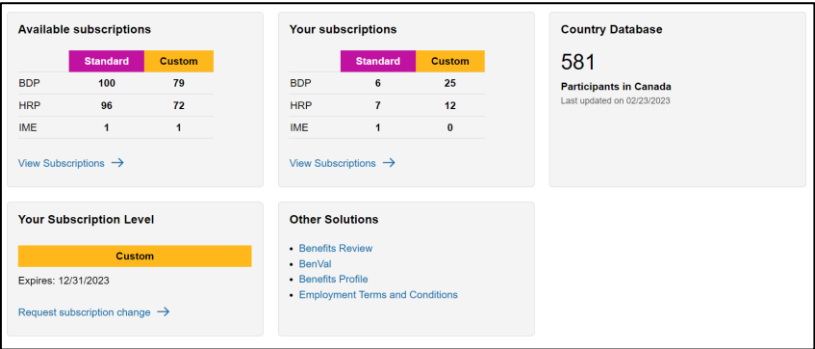
Option available to Participants only

Upgrade to get advanced options, such as creating custom groups and comparing your organization’s data against market prevalence results. Data is refreshed as often as daily.

* BDP North America Standard is updated as often as daily.



	Standard	Custom
Access and query specific topics, provisions and prevalence results	✓	✓
Access general industry statistics	✓	✓
Export to Excel	✓	✓
Design your custom group based on specific criteria (e.g., number of employees, industry and/or revenue) to view results		✓
Compare your organization’s data against your custom group by using the highlight feature		✓
Grant access to multiple users and tailor access by user	✓	✓
User interface available in English, Chinese (Simplified), French (Canada and Europe), German, Japanese, Italian, Polish, Portuguese, (Portugal and Brazil), Spanish (LATAM and Europe) and Turkish	✓	✓



Benefits Design Practices (BDP) survey topics

Section*	Sample topics*
Benefits Flexibility and Choice	Options available, flex credits, spending accounts
Retirement	Defined benefit, defined contribution, hybrid, savings, end of service benefits
Healthcare	Surgery/hospitalization, outpatient, prescription drugs, maternity, dental, vision
Wellbeing	Physical (medical check-ups/health screenings, onsite medical services), emotional (employee assistance plans), financial, social
Risk Benefits	Life insurance, accidental death, disability income, disability lump sum
Business Travel Insurance	Business travel medical, business travel accident
Time Off	Paid vacation/annual leave, maternity leave, paternity leave, parental leave
Meal Benefits	Meal allowance, meal vouchers/tickets/cards, onsite cafeteria/meal service
Perquisites	Education, training and professional development, day care/child care allowance, length of service awards

* Topics are adapted to the local environment and therefore vary by country

HR Policies and Practices (HRP) survey topics

Section*	Sample topics*
Compensation Policies and Practices	Pay equity, internship program
Starting Salaries	Recent graduates, job functions
Variable Pay	Short-term incentives, profit sharing, long-term incentives
Car and Commuting	Type of car, personal use of company cars, replacement period, car expenses, car allowances, use of employee cars, commuting benefits
Guaranteed Payments and Cash Allowances	Months of salary payments, professional, social and entertainment allowances, company loans, housing, Christmas/holiday bonus
Sales Compensation Policies and Practices	Sales incentive plans, sales recognition programs
Work Arrangements	Working hours, flexible working arrangements, overtime, shift and stand-by compensation, fixed closing period, field rotation
Attraction, Retention and Termination	Recruitment, sign-on bonus, referral bonus, probationary period, retention, attrition/turnover, termination/severance benefits

* Topics are adapted to the local environment and therefore vary by country

Sample report tables

Single-choice questions

Is unused vacation/annual leave forfeited (i.e., neither carried forward nor reimbursed)?

	Percent of Responses
Count	456
Yes	30.5%
No, unused days can be carried forward or reimbursed	61.0%
Forfeit of days not applicable, employees must use all their leave	8.6%
Unique participant count	444
Total response count	456

Organizations offer short-term incentive plan

	Percent of Responses
Count	541
Performance-based bonus plan	66.2%
Profit-sharing plan	2.7%
Both performance-based bonus plan and profit-sharing plan	5.7%
None of the above	25.4%
Unique participant count	541
Total response count	541

Sample report tables

Multiple-choice questions

Types of healthcare coverage available

	Percent of Responses
Count	821
Medical	92.2%
Dental	57.6%
Vision	56.4%
Unique participant count	662
Total response count	821

Sample report tables

Numeric-based questions

Employee contribution reported as a percent of total cost for employee coverage

Count	10th	25th	50th	75th	90th	Average
125	25%	25%	50%	88%	100%	57%
Unique participant count	93					
Total response count	125					