

Key Habits of Top-Performing Compensation Teams

Today's Presenters



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Top Performers Report

How organizations that exceeded their revenue goals in 2023 maximize revenue through investments in strategic compensation.

How to read this report

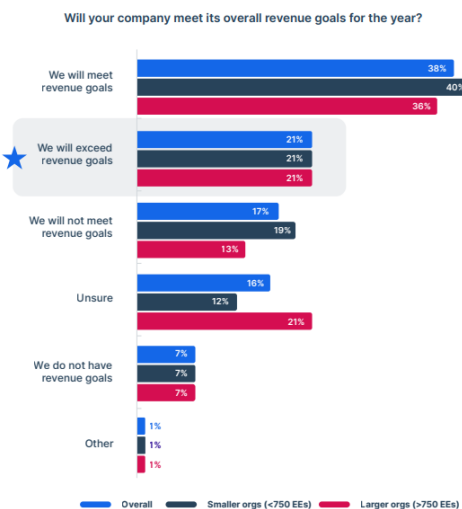
Methodology

Payscale's 2024 Compensation Best Practices survey gathered 5,735 responses from November–December 2023 with a completion rate of 55 percent. In this report, Payscale analyzes the differentiators between responses from top performers and non-top performers when it comes to compensation management best practices.

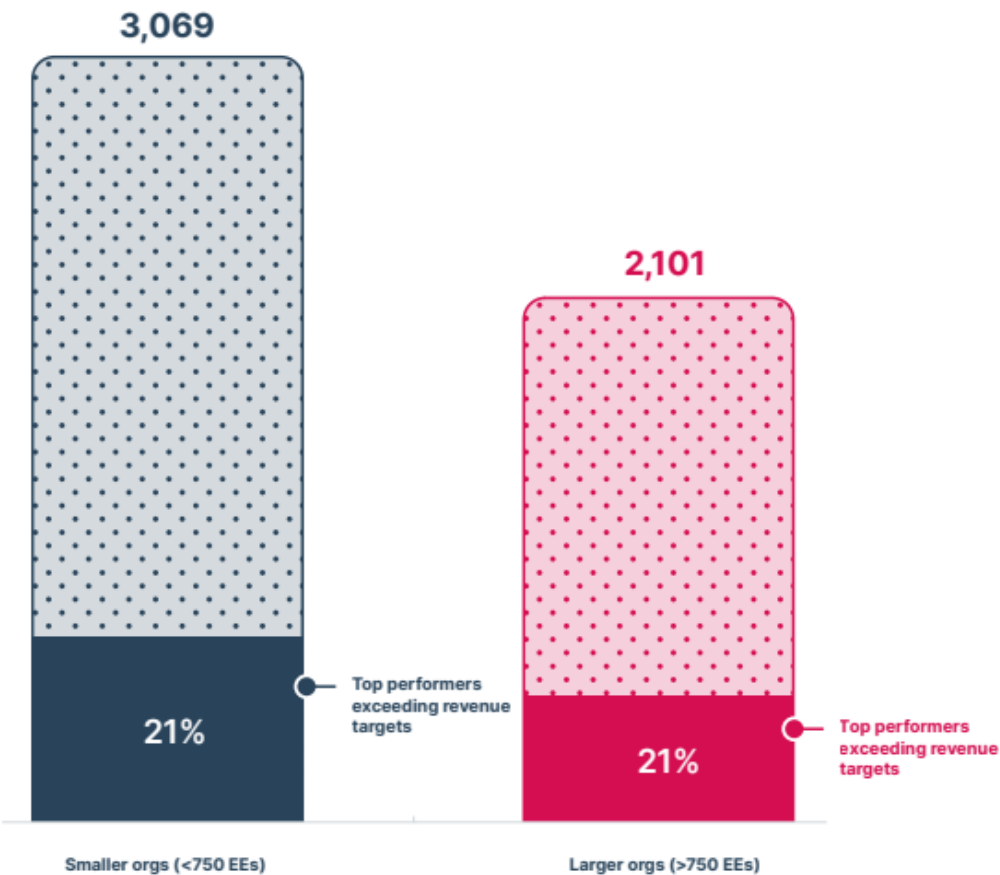
Top performers are defined as organizations who self-report that they exceeded their revenue targets in 2023, while non-top performers missed their revenue goals. Here, we examine responses to survey questions from the full Compensation Best Practices Report (over 100 questions) and provide insights only on those showing the widest difference between top performers and non-top performers. Twenty-one percent of respondents overall are top performers.

Analysis is further segmented by size, with "smaller orgs" (3,069 responses) denoting organizations with fewer than 750 employees and "larger orgs" (2,101 responses) denoting organizations with more than 750 employees. We look at both top-performing and non-top performing differentiators by organization size.

See Payscale's [2024 Compensation Best Practices Report](#) for more insights.



Percent of total respondents that are top performers is 21% regardless of organization size

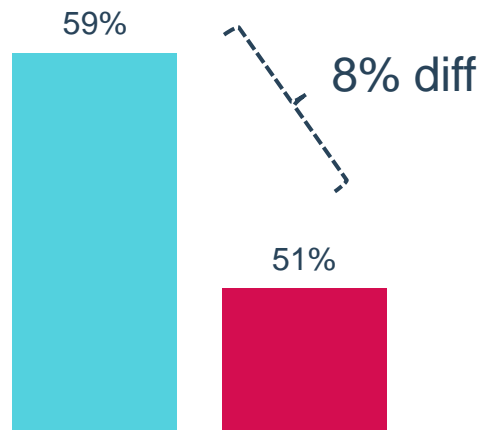


**How do you differentiate yourself
when it comes to compensation
strategy, and specifically how comp
management practices drive
success?**

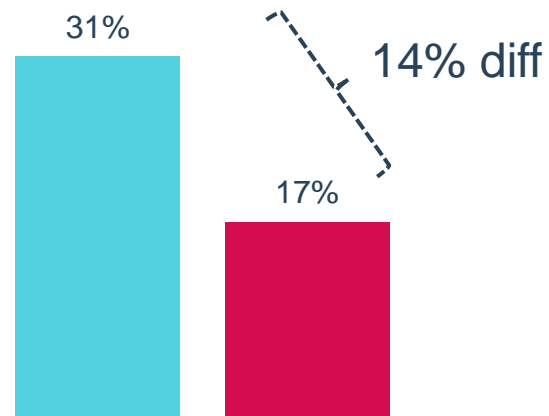
What do you think sets a high performing compensation team apart? Any daily habits, actions, advice?

What are the hot trends in compensation that differentiate top performers and where is your organization is currently excelling?

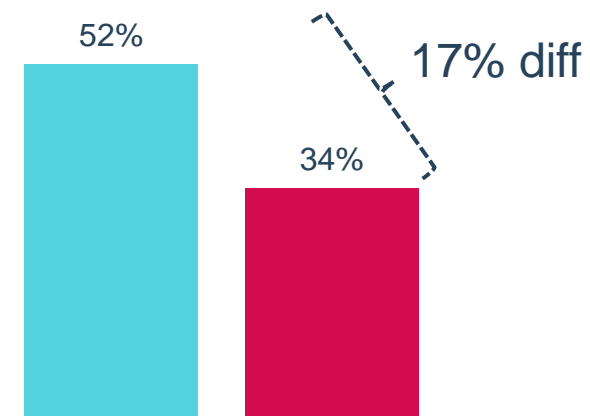
Have a compensation strategy



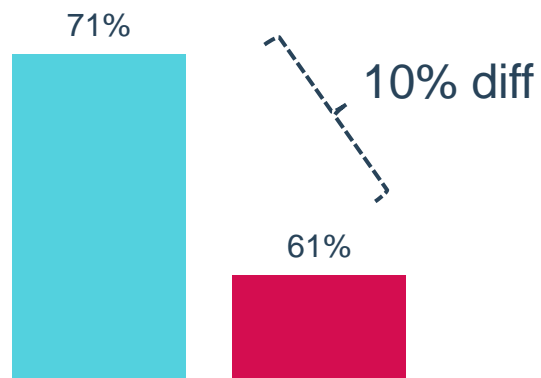
Use non-traditional data sources



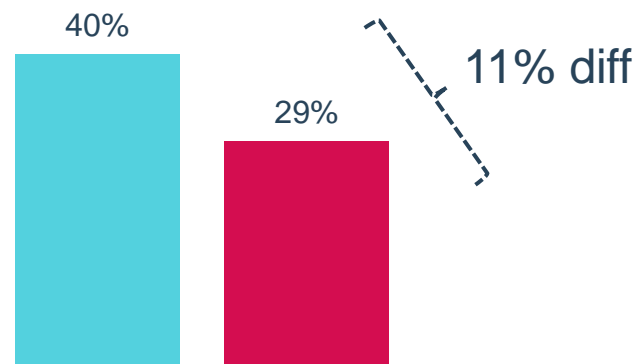
Provide accessible pay communications



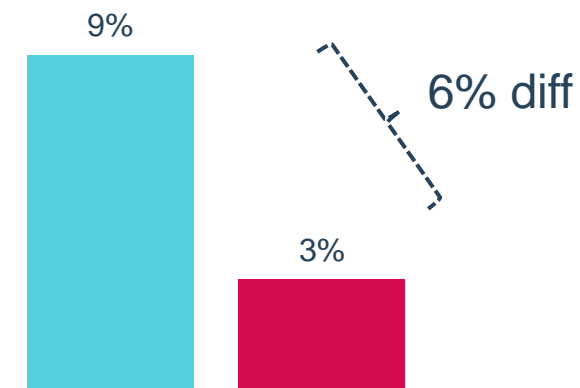
Proactively address underpaid employees



Line-item pay increases



Use AI to benchmark jobs or predict pay



■ Top performers ■ Non-top performers

**In what ways do you optimize
the effectiveness of your
compensation programs?**

In what ways do you measure the effectiveness of your compensation programs, and how do you adjust them to stay competitive in the market?

Looking ahead, what trends do you foresee shaping the future of compensation practices, and how is your organization preparing to stay ahead of the curve?

**What is one piece of parting
advice you'd like to give?**

Q&A

Feel free to ask any questions in the chat!

