

Others

compensations

• salaries
 • benefits
 • bonuses
 • stock options
 • profit sharing
 • 401(k)



Needs Based Needs Based

• **basic** (survival) needs
 • **security** needs
 • **social** needs
 • **esteem** needs
 • **self-actualization** needs

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1. pay that motivates!

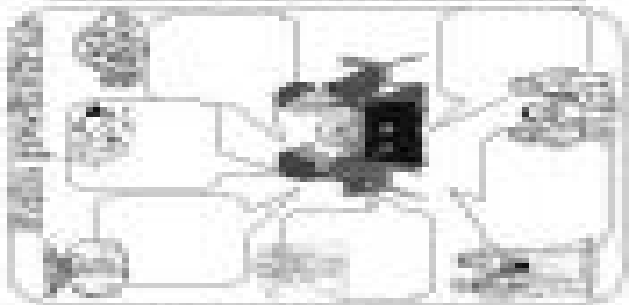
• **total** pay
 • **base** pay
 • **variable** pay
 • **benefits**

2. pay that is fair!

• **total** pay
 • **base** pay
 • **variable** pay
 • **benefits**

3. pay that is simple!

• **total** pay
 • **base** pay
 • **variable** pay
 • **benefits**



The Right Balance Between Total Pay and Total Compensation

- **total** pay
 • **base** pay
 • **variable** pay
 • **benefits**
- **total** compensation
 • **base** pay
 • **variable** pay
 • **benefits**
 • **perquisites**

How to Design Total Compensation Programs

- **total** pay
 • **base** pay
 • **variable** pay
 • **benefits**
- **total** compensation
 • **base** pay
 • **variable** pay
 • **benefits**
 • **perquisites**