

Rewards

Employers of Choice attract high quality applicants, cultivate high performance standards, and can count on their employees to go the extra mile. How do they do this? They adopt workforce management best practices that enable them to find, engage, and keep the best workers.

To what extent have you adopted workforce management best practices in your organization? Take the Best Practices Assessment to find out where your company is performing well and where it could improve.

For each Best Practice listed below, evaluate how well your company's actions meet the application standards. Use the following ratings scale:

- Rarely apply the practice 1 point
- Sometimes apply the practice 2 points
- Always apply the practice 3 points

Best Practice	Application	Score
<i>Offer a fair and competitive compensation and rewards package.</i>	Acknowledge that pay and benefits are important factors in attracting qualified candidates and rewarding performance.	
	Determine which level of pay and rewards packages will be required to meet labour needs and attract the best candidates. Adjust recruitment and reward approaches accordingly.	
	Ensuring that the wages of existing employees remain equitable and competitive. Avoid sending the message that the only way to receive a pay increase is to leave the company.	
<i>View employees as an investment to be optimized, rather than as a cost to be minimized.</i>	Adopt a contingency based pay approach for individual or group accomplishments. This can include the institution of a profit-sharing plan.	
	Clearly communicate compensation and benefits policies, including the cost of benefits.	
	Use benefits to address barriers to employment. For example, provide a transportation or daycare allowance.	
<i>Celebrate exceptional individual and team-based achievements.</i>	Provide awards such as gift certificates, company merchandise or travel.	
	Host a celebratory event (picnic, party, golf tournament).	
	Provide public recognition.	
Total Score		

Interpreting Your Score

- 22 to 27** Congratulations, you are well on your way to becoming an Employer of Choice.
- 16 to 21** Though you clearly apply many of the best practices, you would benefit from a greater understanding of the concepts.
- 1 to 15** You haven't mastered the practices, but since you've taken this questionnaire, you value becoming an Employer of Choice.