

# SAMPLE

## 2015 TEA POLICIES AND BENEFITS SURVEY

### COMPENSATION

#### I. PAY ADMINISTRATION

##### 1. Does your organization have a Corporate Strategic Plan?

Yes	66%	
No	34%	
<b>TOTAL COMPANIES RESPONDED</b>		<b>146</b>

##### 2. Does your organization have an HR Strategic Plan?

Yes	41%	
No	59%	
<b>TOTAL COMPANIES RESPONDED</b>		<b>144</b>

##### 3. Does your organization have a formal compensation plan?

Yes	55%	
No	45%	
<b>TOTAL COMPANIES RESPONDED</b>		<b>145</b>

##### 4. What is your organization's compensation program based upon?

Market pricing (single job rates)	72%	
Broadbanding	10%	
Skill-based pay	43%	
<b>TOTAL COMPANIES RESPONDED</b>		<b>128</b>

\*Number equal more than 100% due to multiple responses.

##### 5. Your organization's compensation strategy seeks to:

Stay even with area labor market	68%	
Stay ahead of area labor market	12%	
Stay even with industry competitors	39%	
Stay ahead of industry competitors	9%	
<b>TOTAL COMPANIES RESPONDED</b>		<b>139</b>

\*Number equal more than 100% due to multiple responses.

##### 6. What type of job evaluation system does your organization use?

Point factor plan	31%	
Factor comparison plan	9%	
Ranking plan	17%	
Other	43%	
<b>TOTAL COMPANIES RESPONDED</b>		<b>132</b>

\*Number equal more than 100% due to multiple responses.

##### 7. How often are employees paid?

Weekly	39%	
Bi-weekly (every two weeks)	53%	
Semi-monthly (twice a month)	8%	
Other	0%	
<b>TOTAL COMPANIES RESPONDED</b>		<b>145</b>

##### 8. Does your organization have an entry level pay rate for new hires?

Yes	67%	
No	33%	
<b>TOTAL COMPANIES RESPONDED</b>		<b>144</b>