

## 2024 United States Compensation and HR Policies & Practices

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## Organization Data

### 1. Organization Type

#### Type of organization

	Percentage of Organization
Parent/Corporate	56.8%
Subsidiary	36.9%
Multi-Division	2.1%
Division	4.2%

Based on responses from 843 organizations

#### Parent organization ownership

	Percentage of Organization
Publicly Traded on a Stock Exchange	54.8%
Privately Owned Organization	26.6%
Not-for-Profit	17.0%
Joint-Venture	0.5%
State-Owned Enterprise (Crown Corporation)	1.2%

Based on responses from 843 organizations

Note: The total does not equal 100% due to rounding.

### 2. Organization Size

Net sales revenue for the most recent completed fiscal year

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## 5. Compensation Management

What tools do you use to document and/or communicate job responsibilities, requirements and expectations?

	Formal Job Descriptions/Role Profiles	Survey Benchmarks and Level	Career Framework	Competency- or Skills-Based Models/Charts	None of the Above	Unknown	No. of Responses
All Data	95.9%	46.6%	35.4%	19.2%	0.8%	0.2%	
by Net Sales Revenue							
Less than 500 M	94.0%	57.8%	34.9%	18.1%	0.0%	0.0%	
500 M < 1 B	96.8%	45.3%	32.1%	15.1%	1.9%	0.0%	
1 B < 2.5 B	95.7%	48.9%	36.1%	18.5%	0.0%	0.0%	
2.5 B < 5 B	100.0%	50.0%	45.1%	12.2%	0.0%	0.0%	
5 B < 10 B	100.0%	47.4%	42.1%	21.1%	0.0%	0.0%	
10 B or More	94.3%	55.7%	41.5%	19.8%	0.0%	0.9%	
by Super Sector							
Consumer Goods	95.1%	47.5%	29.5%	11.5%	0.0%	1.6%	
Chemicals	90.9%	54.5%	36.4%	22.7%	0.0%	0.0%	
Energy	98.9%	47.9%	37.2%	14.9%	0.0%	0.0%	
Banking/Financial Services	97.2%	58.5%	27.8%	14.1%	0.0%	0.0%	
Health Care	100.0%	34.7%	11.9%	0.0%	0.0%	0.0%	
High Tech	90.8%	54.0%	50.6%	2.3%	0.0%	1.1%	
Insurance/Reinsurance	100.0%	48.1%	51.0%	21.0%	0.0%	0.0%	
Logistics	100.0%	33.3%	0.0%	0.0%	0.0%	0.0%	
Life Sciences	95.3%	45.3%	37.2%	24.4%	0.0%	0.0%	
Mining & Metals	100.0%	37.5%	27.5%	12.5%	0.0%	0.0%	
Other Manufacturing	96.2%	39.7%	27.1%	20.5%	0.0%	0.0%	
Other Non-Manufacturing	89.8%	53.1%	31.9%	14.3%	0.0%	0.0%	
Retail & Wholesale	98.0%	47.1%	19.0%	13.7%	0.0%	0.0%	
Services (Non-Financial)	97.0%	48.5%	40.0%	21.2%	0.0%	0.0%	
Transportation Equipment	82.6%	52.2%	34.8%	30.4%	8.7%	0.0%	
by Ownership							
Publicly Traded on a Stock Exchange	96.0%	49.0%	41.0%	19.7%	0.4%	0.4%	
Privately Owned Organization	94.5%	47.5%	30.6%	14.2%	1.4%	0.0%	
State-Owned Enterprise (Crown Corporation)	100.0%	44.4%	1.4%	33.3%	0.0%	0.0%	
Not-for-Profit	97.2%	37.8%	1.0%	25.2%	0.0%	0.0%	

Note: Some organizations indicated more than one option therefore the total exceeds 100%.

Which internal job evaluation process does your organization use to value jobs?

	Whole Job Ranking	Custom Point-Factor	Standardized Point-Factor	Career Framework	Market Pricing	None of the Above	Unknown
All Data	4.4%	4.4%	11.3%	29.4%	82.4%	2.4%	
by Net Sales Revenue							
Less than 500 M	4.4%	3.6%	15.7%	34.9%	81.9%	3.6%	
500 M < 1 B	4.4%	5.7%	11.3%	24.5%	73.6%	3.8%	
1 B < 2.5 B	10.0%	4.3%	8.7%	37.0%	90.2%	1.1%	
2.5 B < 5 B	8.2%	4.3%	9.8%	34.1%	87.8%	0.0%	
5 B < 10 B	8.8%	4.8%	7.0%	31.6%	91.2%	1.8%	
10 B or More	3.8%	4.8%	15.2%	31.4%	83.8%	0.0%	
by Super Sector							
Consumer Goods	8.2%	4.9%	24.6%	27.9%	77.0%	3.3%	

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