



INTO THE HR JARGON JUNGLE

TOTAL REWARDS

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DEFINITION

Total rewards is a holistic system that compensates employees for their work.

It comprises all financial remuneration, additional benefits, special incentives, perks and underlying provisions that a company offers its employees.

Total rewards is a strategic tool for attracting, retaining and motivating employees and is part of human resources.

TOTAL REWARDS – A SELECTION

COMPENSATION

- Base salary
- Short-term incentive (STI)
- Long-term incentive (LTI)

BENEFITS

- Company pension scheme
- Employee participation programs
- Lifetime savings account
- Transportation allowances, car allowance
- Sport and health
- Family and care
- Financial security and insurances
- Employee discounts
- ...

CULTURE

- Recognition and rewards
- Vision, mission & values
- DE&I (Diversity, equity, inclusion)
- ESG (Environment, sustainability, governance)
- Working environment: location, working hours, team
- Leadership, training, error culture
- Participation and co-determination
- ...

CAREER

- Recruiting and onboarding
- Training and career development
- Talent management
- Job architecture, grading, roles, responsibilities and privileges
- Alumni
- Re-entry
- ...



OBJECTIVES OF TOTAL REWARDS

1. Increased employee satisfaction
2. Improved talent recruitment
3. Increased motivation and productivity
4. Competitive advantage in the labor market
5. Reduced employee turnover, lower attrition rates within the company



OUR THESIS

To make their total rewards strategy a success, companies need an effective communication strategy:

When employees are well-informed about the products, offers, and benefits of the Total Rewards mix, they are more likely to use and appreciate them.



THE WAY OUT OF THE JUNGLE



We communicate your total rewards strategy,
and inform your employees about
its individual components.

Contact us!



**WE LEAD PEOPLE PROJECTS TO SUCCESS
THROUGH COMMUNICATION**

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