



Myths of Compensation Reform

- ❖ Employees will always get the maximum increase.

- ❖ Managers have to use all the pay practices all the time.

- ❖ Managers need to increase salaries regardless of market.

- ❖ All employees having similar responsibilities must be paid the same.

- ❖ Every manager needs a degree in Accounting.

- ❖ There is a magic money tree for every department.

- ❖ There is a perfect performance management plan and you're looking at it.

- ❖ Training will solve all our problems and make all managers fair and objective.