



Transforming Total Rewards

Designed for growth

KPMG Lower Gulf

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In the past, rewards programs have been restricted to financial compensation provided to employees in return for their services. This lens has been changing given the preferences and needs of today's diverse workforce.

The workforce of today is looking not just for a well-paid job but also purpose, relationships, flexibility and a personalized experience – along with career and learning opportunities. This creates an impetus for organizations to reevaluate their rewards strategies.

At KPMG, our Total Rewards offerings are designed to help organize the transition from 'conventional' to 'outstanding' employers.

KPMG's value proposition



Strategic and future oriented thinking



Regional and global experts



Data driven insights and market trends



Multi-cultural and demographical approach



Increased return on investment



Compliance with regulatory requirements

Through our rewards offerings, we attempt to align your strategy to business objectives and global best practices.



Job description

We will leverage our **large repository of global best practices for job descriptions** to build targeted and market relevant roles and responsibilities in **alignment with the organization's requirements.**



Job evaluation and grading structure

Our sKale job evaluation methodology is a **scientific tool used to understand the relative worth of jobs. This may be used to create a grading structure which acts as a reference for strategic decisions related to career development, performance management and pay management.**



Rewards strategy

Our experts can conduct **salary and benefits (leaves, education allowance, medical insurance, etc.) benchmarking against your competitors and global best practices** to articulate and design a competitive rewards strategy for your organization.



Design of short-term incentive plans (STIP)

Our experts can design a suite of STIP solutions across bonus plans, sales incentive plans and sales commission plans. This is done in alignment with the organization's **business objectives, pay strategy and market considerations** to foster a **culture of "pay for performance"** whilst ensuring **fairness and transparency.**



Design of long-term incentive plans (LTIP)

Our in-house industry leaders can advise and design strategic long-term plans to **link executive goals and pay with the organization's business goals and long-term plans.**



Executive compensation

Our professionals can benchmark and design executive compensation based on a deep understanding of the **local and regional markets, global practices and your objectives** for driving **retention and high-performance culture.**



Performance management and KPIs

Our experts use **gap analysis, external benchmarking, and impact analysis** to identify innovative and effective ways to **assess performance and design relevant KPIs** that contribute to the organization's business strategy.



Compensation and benefits policies

Our professionals can design compensation and benefits frameworks and policies in line with your **strategy and design principles.** We seek to drive **transparency and simplicity** in the overall compensation and benefits structure.



Rewards implementation

Our rewards experts bring **innovative ideas and techniques** to the fore, implementing strategies which emphasize the impact of employees' goals and objectives on the organization's overall strategy. This highlights the link between performance and pay

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