



## Three Recommended Non-Pay Areas to Reward Employees

Organizations across all industries and markets are making difficult decisions, often involving pay cuts, pay and hiring freezes and layoffs. These steps, while necessary in some instances to maintain cash flow and short-term viability can inadvertently place profitability, customer satisfaction and staff productivity at risk for the long term.

As downward pressure continues to be placed on employee pay, organizations should look to non-pay-based rewards to ensure that staff is fully engaged and focused on the products, services and brand reputation that define your business.

There are three 'PROXUS-recommended' areas internally where your company can "customize" existing programs or create new ones to improve your ability to recruit and retain high performing staff:

1. **"Plum" project assignments** - statistics show that highly-engaged employees desire work that is interesting, challenging and rewarding. Look to reward high-performing staff by placing them in assignments that will contribute to the organization and provide professional development and satisfaction to the individual.
2. **Multiple career advancement tracks** - not all high-performing employees are seeking a promotion to a management position. Ensure that a career path exists for advancement into roles that require a greater depth of knowledge and expertise.
3. **Time off** - the stress placed on companies and employees during an economic downturn can negatively impact morale and productivity. An additional personal day or extending a holiday can be an effective way to let employees know that they are valued.

Contact Jeff Green, PROXUS Principal at 215-654-9140 ext. 102 OR [jgreen@proxushr.com](mailto:jgreen@proxushr.com) to explore how best to leverage our HR expertise to improve workforce performance and ensure regulatory compliance across your organization.

# # # # #

*September 22, 2009*