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### 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.

[Click here](#) to learn more about the 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.

#### ...did you know?

### Employee Rewards – Areas of Opportunity

- Organizational Culture
- Career Development
- Open Communications
- Direct Supervisor/Manager Leadership Abilities
- Senior Management's Relationship with Employees
- Strategy/Mission
- Employee Recognition

Determination of key drivers based on survey responses in our National Normative Database, representing over 2.2 million participants and 2,100 organizations.

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### Webinar Review

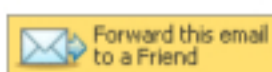
Jeff Green, Principal, PROXUS and Murat Philippe, Principal Consultant for HR Solutions, Chicago, were the featured presenters at a recent Penjerdel Employee Benefits & Compensation Association (PEBA)-hosted webinar entitled, **The Importance of Total Rewards in a Tight Economy: What do Employees Value in Addition to Pay?**

[Click here](#) to view select webinar slides that will show you the latest statistics and insights on how the economic downturn is impacting employee engagement, and what companies are doing to reward employees.

### Focus on Training & Education

PROXUS would like to take this opportunity to spotlight one of the services that we offer, and this month our focus is on **training and education for management and employees**. As a provider of Payroll, Human Resources and Benefits services, we turn our attention to the Human Resources Management side of the company to highlight specific services that PROXUS makes available to all clients and prospects. [Read more...](#)

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