

Global HR Summit 2005

Top Three Compensation Accomplishments

- **Job Offer Tool** – Created a current, one-stop location to assess the internal pay relationships between similarly graded positions.
- **JeppJobs.com** - Created a current, one-stop location for all available active and inactive jobs.
- **Compensation Consultation** – Created on-going OJT to management and staff on the application of contemporary compensation practices.

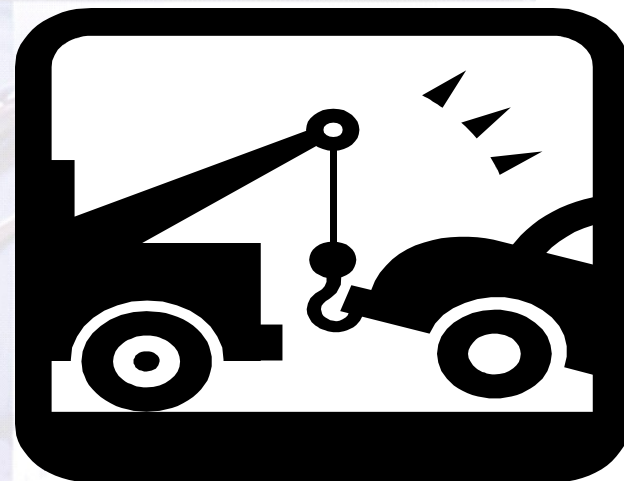
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- **Job Offer Tool** – Created a current, one-stop location to assess the internal pay relationships between similarly graded positions.



New Hire



Employee

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Business Analyst, Sr	JE2830	B3	81,999.96	Research & Development
Business Analyst, Sr	JE2830	B3	91,081.32	Administration
			86,540.64	Target Offer

- Salary Planning
- AA/EEO/ADA Analysis/PVT
- Career Series Design
- Management Report Card
- Internal Equity

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Top Three Compensation Accomplishments

- **JeppJobs.com** - Created a current, one-stop location for all available active and inactive jobs.

IT Pay Schedule

J Pay Schedule

Mgmt Pay Schedule

Job Code Lists

Mgmt Ed/Exp Req

Mgmt Questionnaire

Non-Mgmt Questionnaire

Comp 101 Teaser

Comp Prez

SSP Eligibility

Competencies

Uniform Guidelines

Position Eval Req

Inactive Exempt

Inactive Non-Ex

Job Titles / UK

Job Titles / GmbH

Boeing SJC

FLSA

Locality Pay



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Top Three Compensation Accomplishments

- **JeppJobs.com** - Created a current, one-stop location for all available active and inactive jobs.

To guide Mgrs and Supvs on how to write job descriptions, click [here](#).

To advance, click an alphabet letter below.



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Top Compensation Challenge

- To consult and train management and staff on the application of contemporary compensation practices.

2010:
Revenues \$1 billion 80% Digital

Financial
Perspective

Compensation Philosophy



Revenue
Objective

Compensation Philosophy

PAY BASED ON CONTRIBUTION OR INCENTIVE USUALLY CAUSES EMPLOYEES TO BE MORE FOCUSED ON RESULTS THAN PROCESS OR ACTIVITIES, AND MAY CAUSE CULTURE SHOCK.

Customer
Perspective

PAY BASED ON SENIORITY USUALLY CAUSES EMPLOYEES TO REMAIN IN THE SYSTEM LONGER, BUT DOESN'T GUARANTEE HIGHLY MOTIVATED PERFORMANCE.

ESSENTIAL FUNCTIONS

THE JOB

Sales
Objective

JOB STANDARDS

Process
Perspective

PAY BASED ON INDIVIDUAL JOB TITLES USUALLY CAUSES THE EVOLUTION OF SPECIALISTS, BUT WITHOUT A CORRESPONDING COMMITMENT TO CONTINUOUS IMPROVEMENT IN PERFORMANCE RESULTS.

ESSENTIAL FUNCTIONS

Process
Design

JOB STANDARDS