

WWW.ROOTED-HR.COM

TOTAL REWARDS

CONSULTANCY SERVICES



ROOTED HR

HR CONSULTANCY SERVICES
Elevate your organisation

About Us

Established in 2012, Rooted HR is a leading HR consultancy firm based in London, UK, serving clients globally. We specialize in providing strategic total rewards consultancy, salary benchmarking, salary scale development, leadership development, and a wide range of assessments, including IQ and psychometric testing. Our expertise also extends to soft skills training for corporates, job analysis, job evaluation, organizational restructuring and design, and more.

With a team of experienced HR professionals, we are committed to delivering tailored solutions that meet the unique needs of our clients. Our approach is rooted in a deep understanding of the latest HR trends and best practices, ensuring that our clients receive the most effective and up-to-date guidance.

At Rooted HR, we believe that people are the most valuable asset of any organization. We are passionate about helping our clients create workplaces where employees thrive, and where businesses can achieve their full potential.



WHAT DO YOU KNOW ABOUT OUR TOTAL REWARDS CONSULTANCY SERVICES?



Rooted HR is a leading total rewards consultancy firm that helps organizations design and implement competitive compensation and benefits programs.

We offer a wide range of services, including:

- Benchmarking (Compensation & Benefits)
- Job evaluation and classification
- Salary structure design
- Incentive plan design
- Benefits plan design and administration
- HR compliance consulting
- Total rewards communication



BENCHMARKING

YOUR COMPENSATION & BENEFITS

01

Compensation Benchmark

Benchmark your organisation against others, design a competitive compensation strategy, retain your best talent.

02

Benefits Benchmark

Benchmarking your benefits and providing advice on plans that are both cost effective and valued by your employees.

03

Compa Ratio Analysis

Our Compa-ratio analysis is powerful, we analyze how well your employees' salaries align to your company's compensation philosophy versus the market benchmark.

04

Up-to-date reliable Data

Our meticulously collected data is current up to date, ensuring accuracy for your benchmarking needs.

WHY OUR BENCHMARK?

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Industry- Specific Insights

Discover ideal salary ranges tailored to your industry and experience levels.

Fine-tune your compensation strategy with industry-specific data.

Global & Regional Compensation Insights

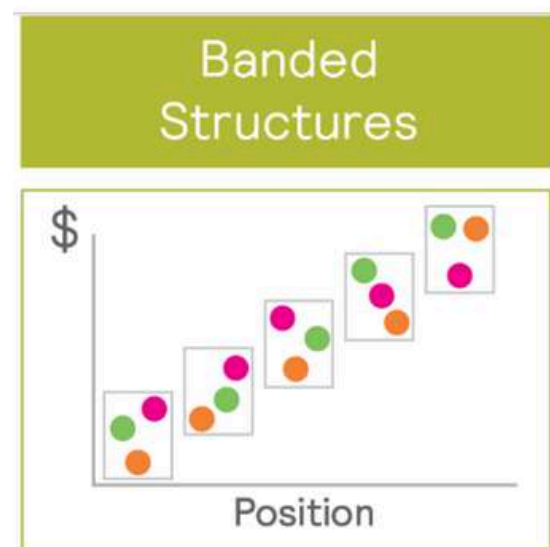
Benchmark your organization against 150+ markets.

Access information on salary increases, economic indicators, and more.

SALARY STRUCTURE DESIGN

We create structures that strike the right balance between internal and external equity and employees' current pay

Our consultants work closely with you to understand your existing arrangements and strategic aims, and how we can underpin these with a robust pay structure



JOB EVALUATION

In this challenging business environment, organizations realize that lax control of human resource programs increase organizational risk, which are reflected in higher costs, inadequate talent pipelines, mis-aligned reward programs, and reduced employee engagement.

Organizations are asking for effective and efficient programs that meet multiple needs and reduce costs. Rooted HR's job evaluation methodology can help organizations achieve these goals.



EXECUTIVE COMPENSATION



Set executive pay levels

Our executive compensation consultants benchmark companies' executive pay based on our own survey data and external sources. We help our clients interpret that information and use it to develop their remuneration decisions. That could include taking account of an organisation's life stage and factors such as cyclicity or volatility in the sector where it operates.

Pay and incentives design

We start with understanding company strategy, culture, goals, stakeholder environment and the behaviours it wants to drive through its approach to executive compensation. Then we explore how to translate that into an incentive plan that will motivate and engage executives, set appropriate metrics and define specific goals. Finally, we help companies communicate that information to executives, shareholders and other stakeholders.

TOTAL REWARDS STRATEGY CONSULTANCY SERVICES



Pay Philosophy

Get to know your goals, your purpose, your business and your people. Make that the basis of your pay philosophy: a strategy that supports your mission, reflects your organization's culture, and properly values the contribution of your people.



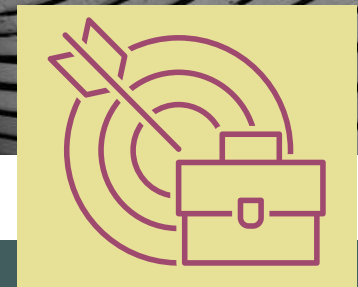
Employee Rewards

Attract, motivate, and retain people with the right financials and non-financials rewards package.



Sales Compensation

Improve sales behaviour and drive bottom-line results with an effective sales incentive program.



Work & Career Architecture

Design, analyze, and measure work to get the right people in the right roles to make your organisation more effective.

CONTACT US

We look forward to
working with you



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THANK YOU

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