

Aon Human Resources Solutions

Employees matter.

We help companies get better business results, cut costs and reduce risk via their employees. We boost the performance and loyalty of current employees and increase the ability of companies to attract and retain talents. Our approach is based on established and internationally proven methodologies, consistent analyses and relevant market data.

Employee engagement and satisfaction

- ▶ Aon Best Employers – prestigious survey conducted globally and over many years in accordance with the international Aon methodology
- ▶ Custom engagement survey – extensive and complex survey for local holdings and corporations
- ▶ Pulse Surveys – short & flexible surveys on various topics
- ▶ Employee experience – integrated mapping of employee experience covering the entire employee life cycle (recruitment, onboarding, retention, exit)
- ▶ Analysis and interpretation of the results, organizing and conducting workshops and discussion groups, follow-up work plans and consulting practice

Reward

- ▶ Total Compensation Measurement (TCM) – global database of the overall rewarding with the consistent Aon methodology
- ▶ Market pricing – salary setting of chosen job positions based on the market practice
- ▶ Custom compensation survey with specific industry/job position benchmark
- ▶ Salary Increase Survey (SIS)

Benefits

Employee benefits audit

- ▶ Overview of the provided benefits with the analysis of their extent, cost efficiency and comparison with the market practice

Benefit survey and benchmarking

- ▶ Market survey or industry-specific surveys
- ▶ Benchmarking of benefits against relevant market segment and competition

Designing of employee benefits programs

- ▶ Consulting on types, possibilities and costs of benefits
- ▶ Collecting feedback from employees

Quantitative analysis in insurance

- ▶ Accurate and timely valuation of company's benefits commitments with a guaranteed amount received based on the methodology of international accounting standards

Communication and overview of overall rewarding

- ▶ Development of company's communication campaign
- ▶ Total reward statement

Fusion and acquisition of companies

- ▶ Revision of contractual relations and arrangement of new contracts
- ▶ Harmonization of employee benefits claims
- ▶ Identification of company's contracted benefits and commitments to employees and managers

Flexible benefits

- ▶ Set up of the flexible benefits system, choice of a provider and support in communication with employees
- ▶ Possibility to implement Total Benefit Solutions – unique Aon benefits cafeteria solution including the Total Rewards Statement
- ▶ Consulting, choice of providers, establishment of contractual relation and post-implementation support (service days) to ensure the positive acceptance and maximal use of benefits by employees
- ▶ Mediation of solutions in insurance, pensions and supplementary medical care

Diagnostics a psychometry

- ▶ Testing and psychodiagnostics of employees in recruitment
- ▶ 360° feedback assessment of employees

Employer branding

- ▶ Consulting support & good practice sharing on the journey towards the Aon Best Employer title, awarded based on qualitative employee evaluation
- ▶ Mapping and building of company reputation on the market – company's popularity and attractiveness, market competition, comparative advantages and disadvantages

Corporate culture and values

- ▶ Analysis of current corporate values
- ▶ Definition of desired corporate values and setting of adequate HR processes

