

When Salaries Aren't Secret Harvard Case Solution & Analysis

TheCaseSolutions.com

Right Now!!!
"Issues"

1. Discrepancies in hiring process
2. Lack of proper salary structure of the employees
3. Lack of proper career security for the employees
4. Lack of transparency in organization

SWOT Analysis

Strengths	Weaknesses
<ul style="list-style-type: none"> 1. High employee loyalty 2. High employee productivity 3. High employee morale 4. High employee retention 	<ul style="list-style-type: none"> 1. High employee turnover 2. High employee absenteeism 3. High employee disengagement 4. High employee dissatisfaction
Opportunities	Threats
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Alternate Solutions

1. Keep the salary private
2. Making the salaries public
3. The rating system

Best Solutions

"Making the salaries public"

1. Ensure that personal bias does not affect the salary of any employee
2. Increased transparency would promote trust within the organization
3. Increase the goodwill of the company
4. Will act as a motivational force

Best Practices

1. The organic grocery store giant Whole Foods has practiced pay transparency since 1986
2. SumAll a cross-platform marketing analytics company based in New York City
3. Buffer Applications started in 2010, software application designed to manage social networks
4. Salary = job type * seniority * experience + location (+ \$10K if salary choice)

Conclusion

1. The open salaries system is successfully practiced by many firms
2. Might have cons initially
3. In the longer run the pros outweigh the cons

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1. Discrepancies in hiring process
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3. Lack of proper cyber security infrastructure
4. Lack of transparency in organisation



SWOT Analysis

Strengths

1. RightNow is spread across 28 states.
2. Acquired 20 year old retailer of women's apparel.
3. Launched a new website that had good impact on sales.

Weakness:

1. Salary of employees leaked.
2. Employees losing faith in company's HR policy.
3. Fall in employee satisfaction level.

SWOT

Opportunities:

1. Lot of opportunity to enforce various HR policies to create a healthy environment among the employees.

Threats:

1. Might hamper the brand image
2. Employee's dissatisfaction may lead to attrition



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