Pearl Meyer

MARKET INTELLIGENCE | DEC 2024

Workplace Policies and Pay Transparency



Jim Hudner

MANAGING DIRECTOR



Monal Patel

PRINCIPAL

Post-pandemic, workforce dynamics continue to impact an organization's strategic direction and ability to execute. Two significant factors in this ongoing relationship shift between employees and employers are workplace policies (e.g., work-from-anywhere and return-to-office) and pay transparency.

Via a short quick poll, conducted in November 2024, we sought fresh data on how organizations are approaching both issues going into the new year.

The data presented here represents input from 301 respondents, including 117 publicly traded; 129 private, for-profit; and 55 private, not-for profit or mission-based organizations.

While policies around returning to the office and pay disclosure appear to be well defined, the impact of these policies on the workforce is mixed. Continued communication, education, and training for managers and employees will be important for the overall

morale of the organization and effectiveness of the policies themselves.

About the Authors

Jim has 30+ years advising on total compensation strategy, including base pay, incentives, and performance management, with deep experience designing and communicating broad-based programs.

Monal specializes in broad-based pay benchmarking and global job architecture design, helping clients align market data, career progression, and salary programs through modeling and implementation support.

About Pearl Meyer

Pearl Meyer is the leading advisor to boards and senior management helping organizations build, develop, and reward great leadership teams that drive long-term success. Our strategy-driven compensation and leadership consulting services act as powerful catalysts for value creation and competitive advantage by addressing the critical links between people and outcomes. Our clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private organizations to the Fortune 500.