

Workplace Policies and Pay Transparency



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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 Hudner is a managing director and consulting team leader at Pearl Meyer. In his management role, he oversees a team of senior compensation consultants in the execution of the firm's growth strategy and in the development of consultants at various stages in their careers. He consults in the areas of total compensation strategy, executive compensation, compensation planning, base salary management, incentive plan design, and performance management. Jim brings more than 30 years of consulting experience to his position and has consulted with organizations in a wide range of industries including technology, higher education, healthcare, research organizations, financial

services, and manufacturing.

Monal Patel has over 10 years of compensation experience performing broad-based pay benchmarking analysis by adapting multiple market sources to clients' human capital strategy. She has extensive experience designing global job architectures that have enabled clients to define career progression, offer targeted training and development, and are flexible enough to respond to changes in business conditions. Monal develops financial impact modeling attendant to new/revised salary administration programs. She also has created transition strategy alternatives for program implementation.

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.