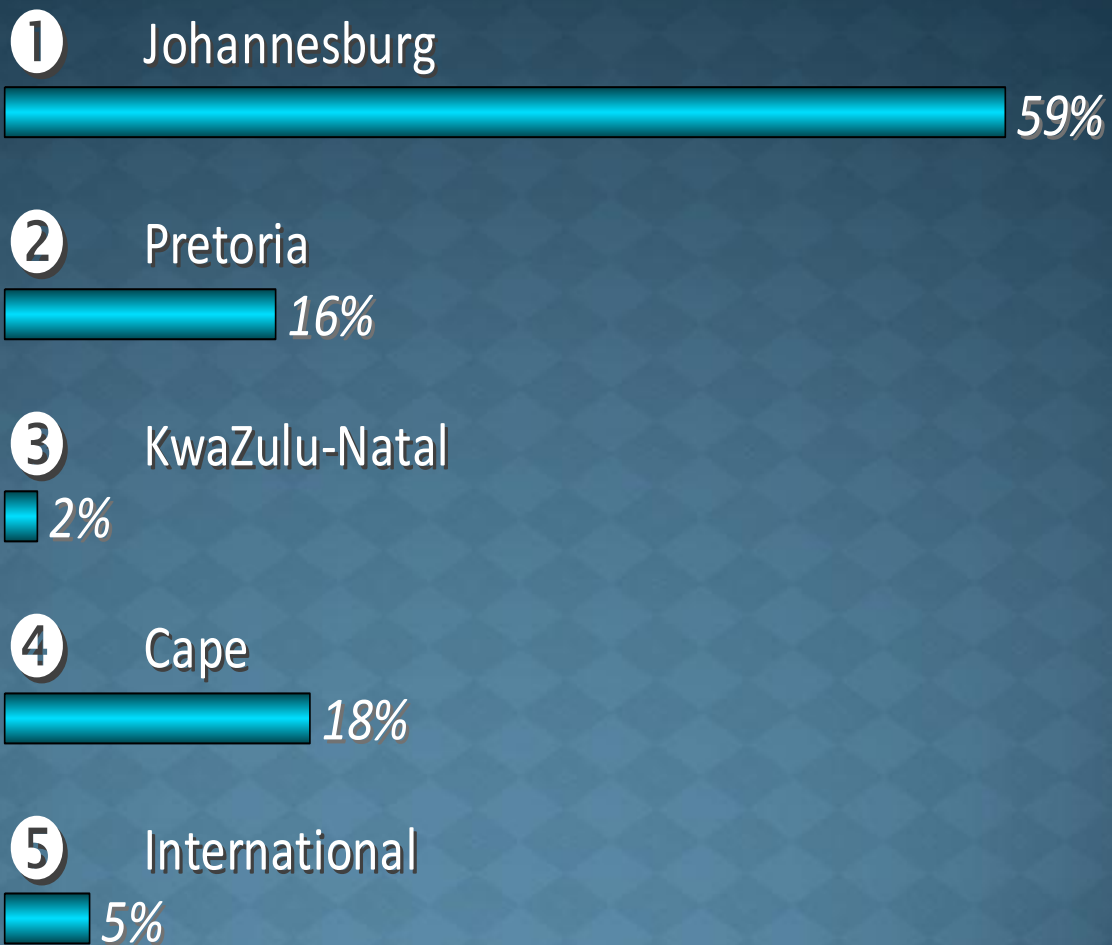


# Where did you travel from to attend the SARA conference:



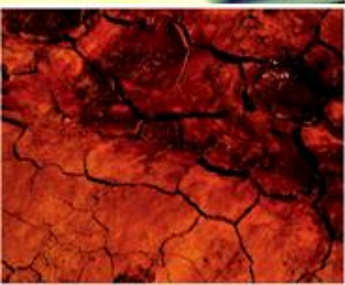
Are you a member of SARA:

1 Yes

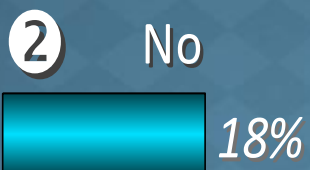
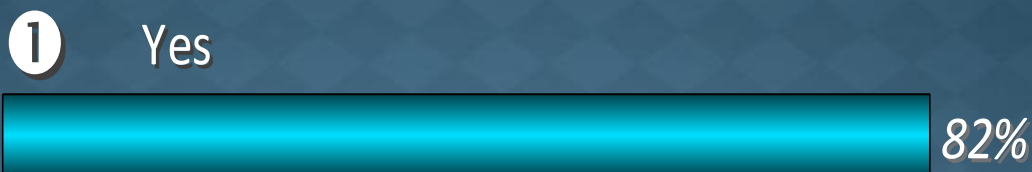


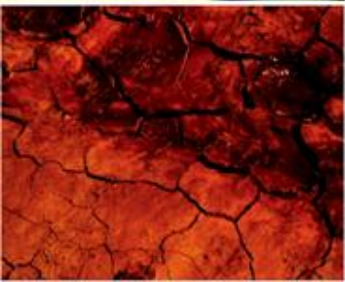
2 No



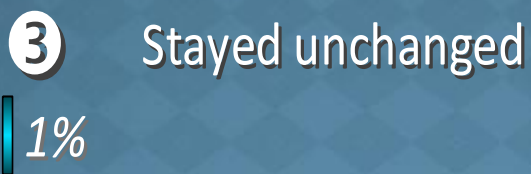
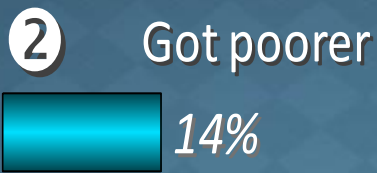
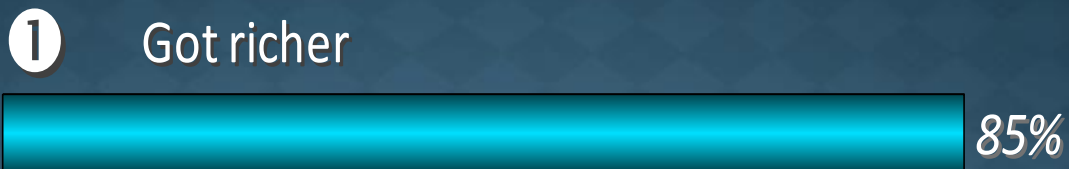


SARA has once again planned a lovely cocktail party this afternoon on the Khoi deck outside, last year it rained and we had to move it inside, do you think it will rain again this afternoon:





Over the last 16 years SA as a country:



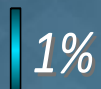


## Social capital is:

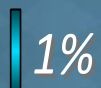
① The glue that binds a society together



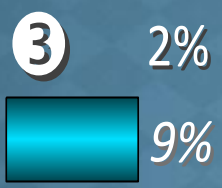
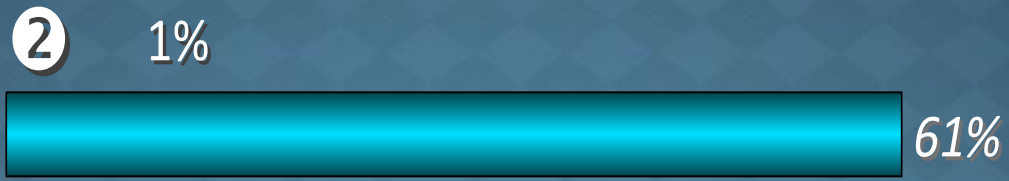
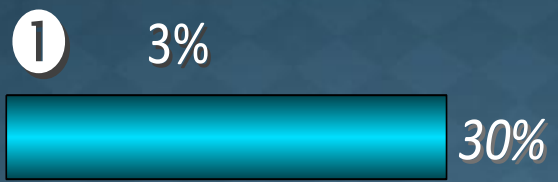
② The number of friends you have at work

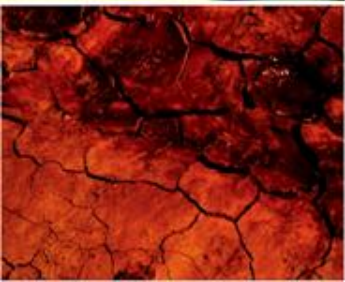


③ The number of times you have parties at your home

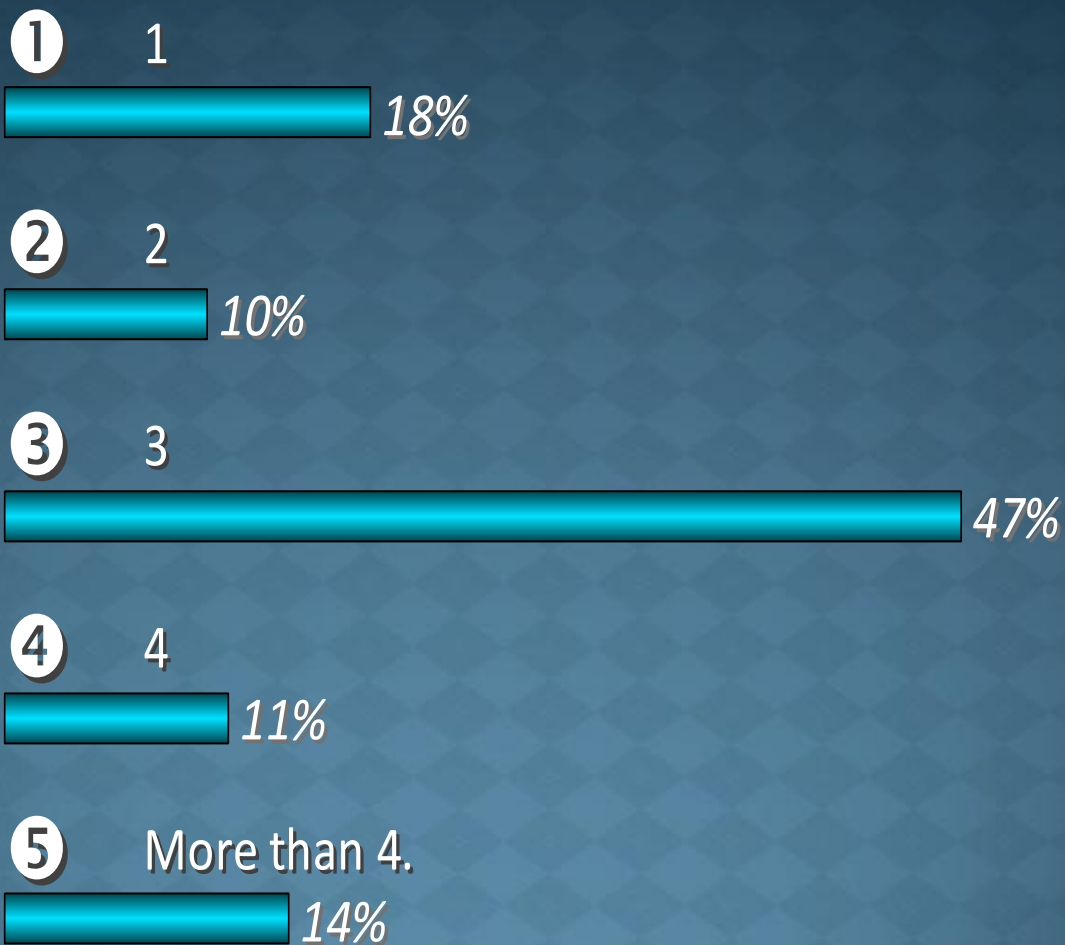


After including immigrants our population growth rate per annum is:

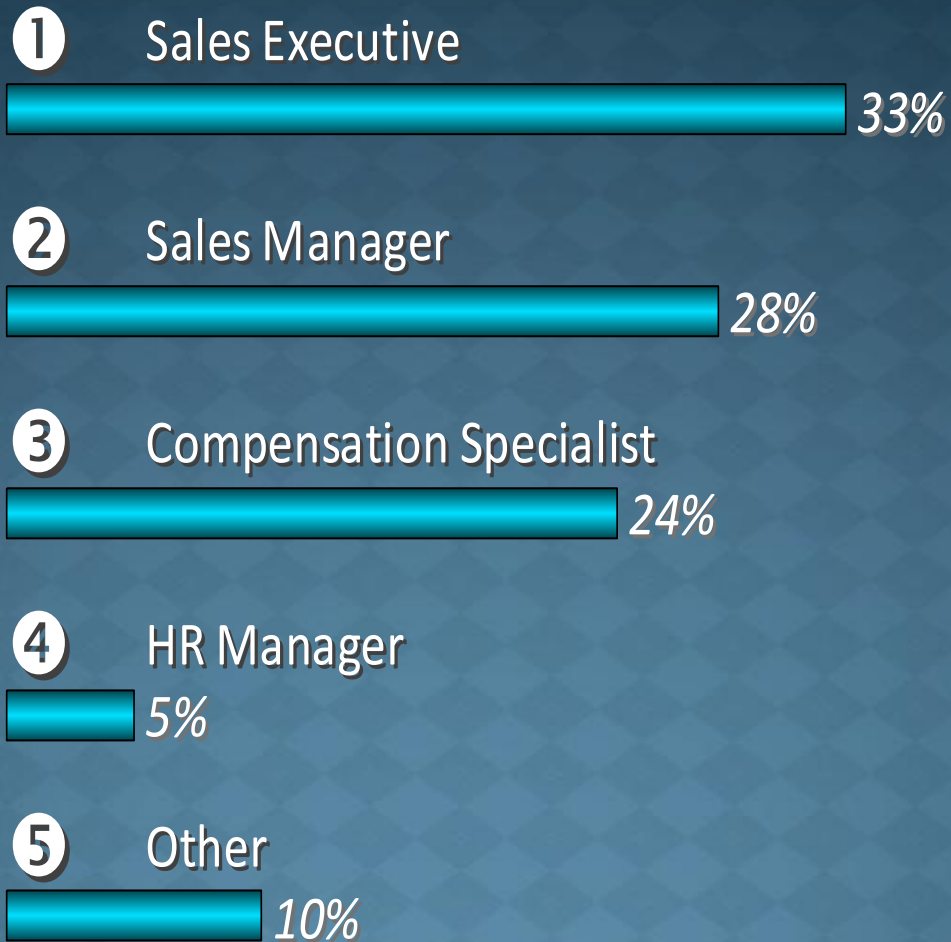




# How many performance measures do you typically have in your sales incentive plan/s?

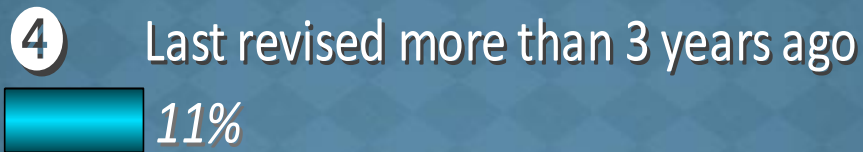
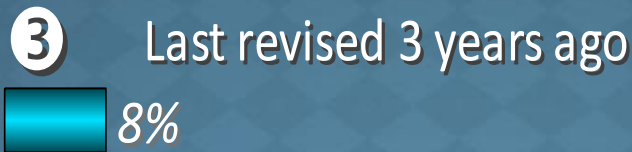
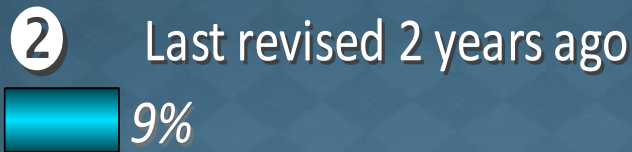
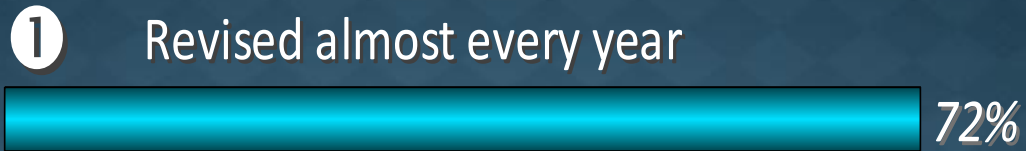


# Who leads your sales incentive design team?



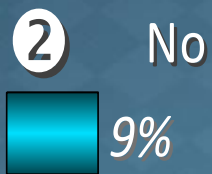
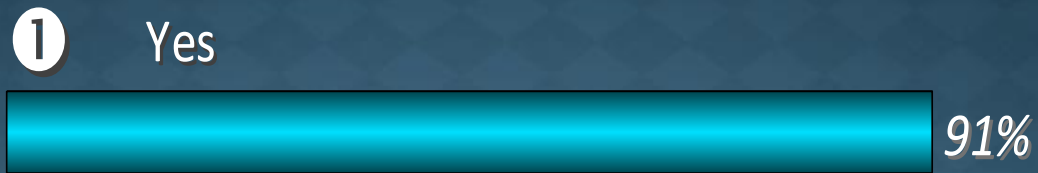


# How often is your sales incentive plan/s revised?

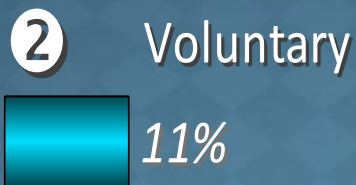
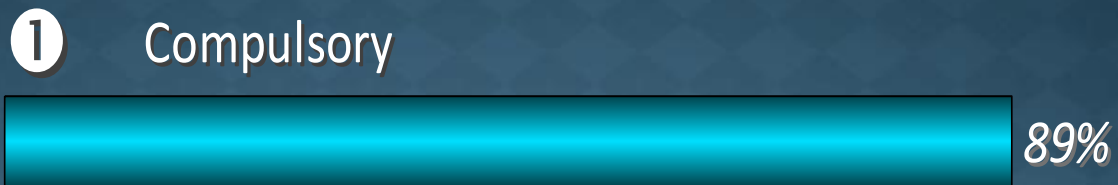




# Do you offer group risk benefits to your employees?



# Are the group risk benefit compulsory or voluntary?



Do you provide these benefits through a self insurance (cell captive) or traditional (company pays insurer directly or through an administrator) arrangement?

1 Self insurance



2 Traditional

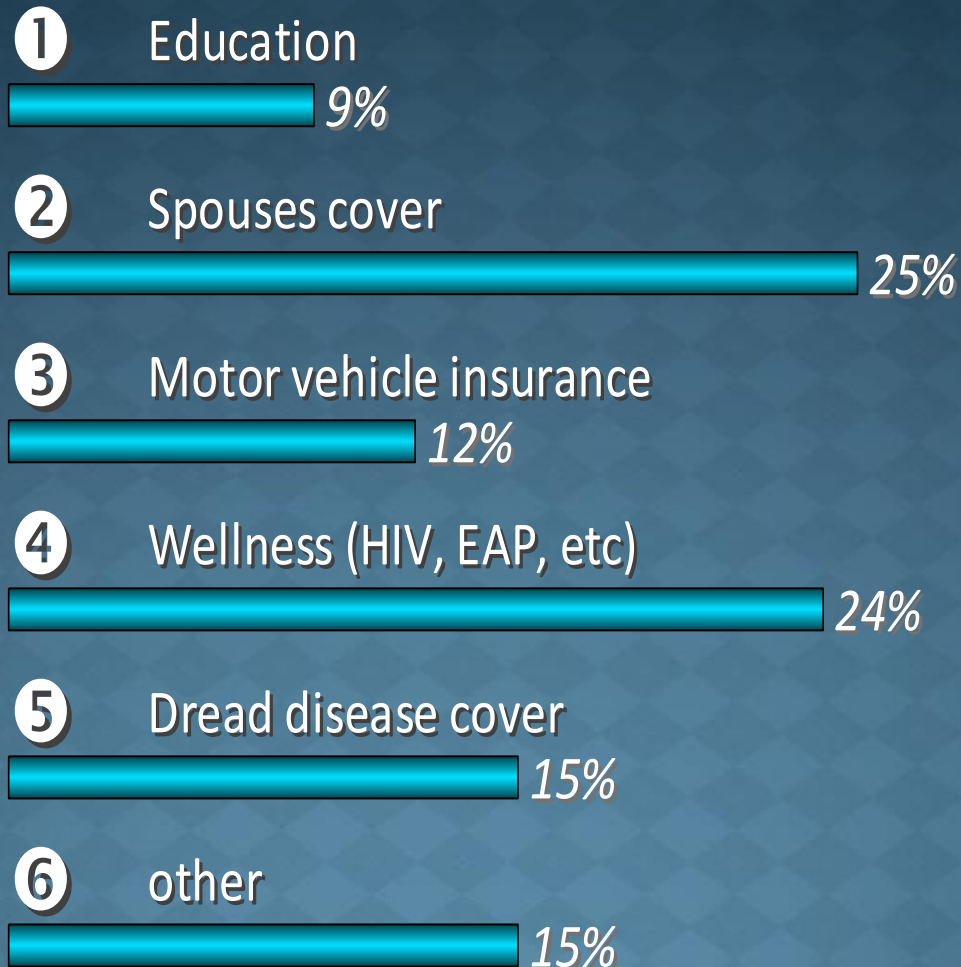


If the group risk benefits are funded from a self insurance arrangement what % of the contributions are placed on risk?

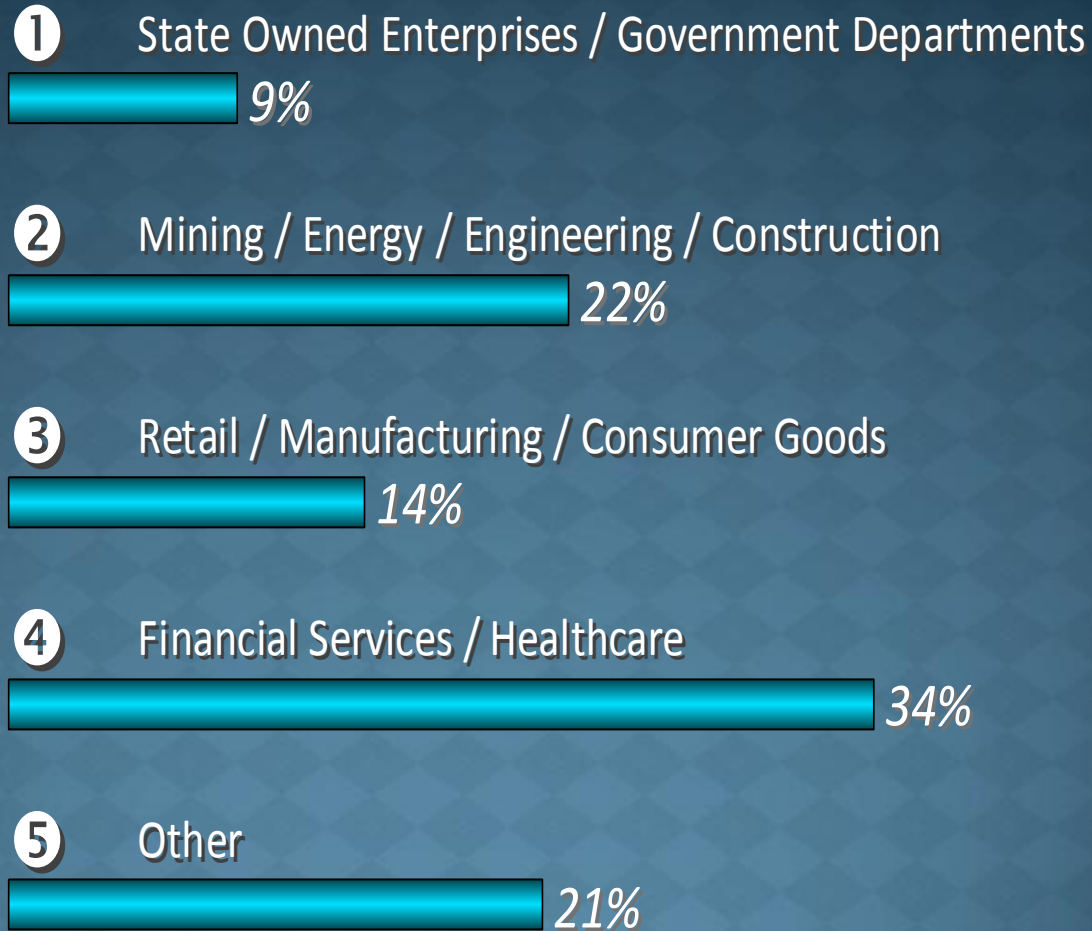
19%

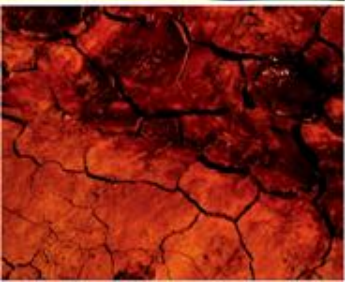
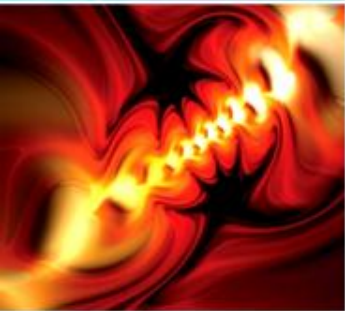
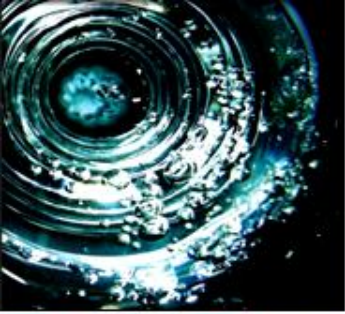


# In addition to your group risk benefits what other benefits do you fund from the cell captive arrangement?



# Which of the very broad industry categories do you represent ?



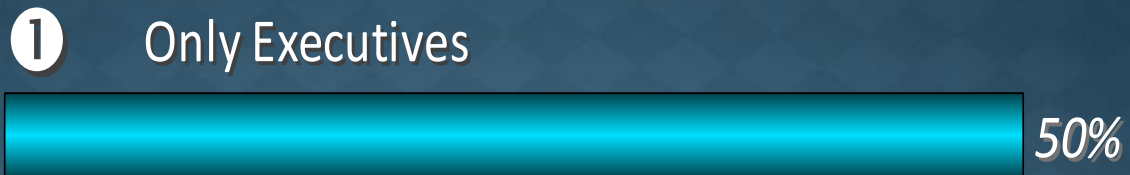


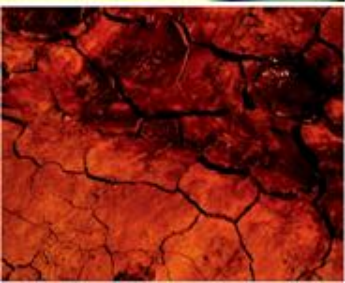
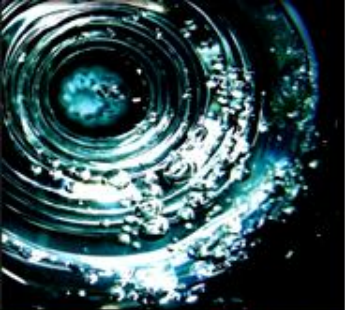
Have you experienced stakeholder pressure for remuneration reviews since the global crisis began in 2008 ?





# Do your CPTs apply to all staff or only executives





Do you think we have seen the back of changes or is there more still to come ?

1 Mostly behind us



2 Still lots to come



3 Don't know / Don't care





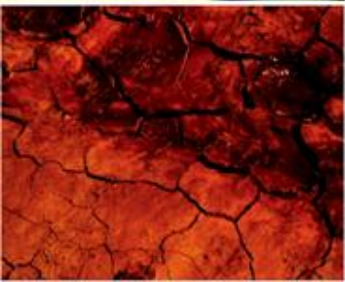
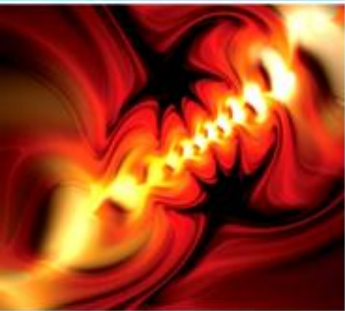
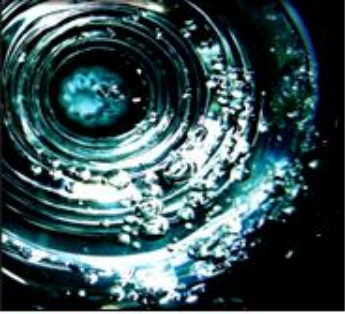
Are you of the opinion that the SARA Conference is good value for money:

1 Yes



2 No





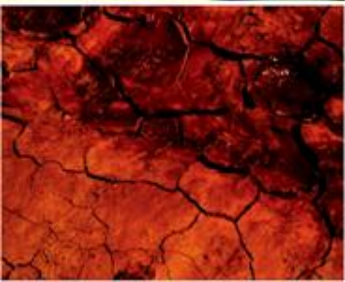
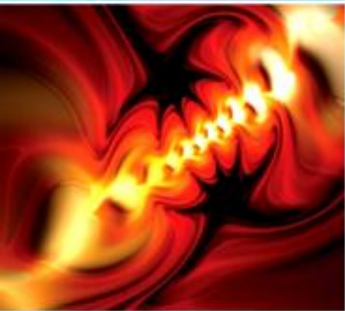
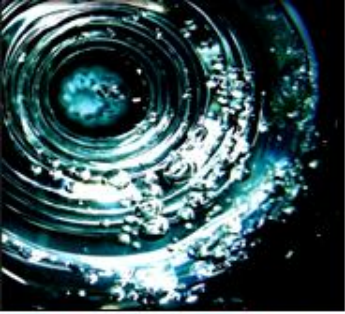
In your organization, on which one of the five total reward elements do you currently place the most emphasis?

- ① Remuneration/compensation
- ② Benefits
- ③ Performance & recognition
- ④ Development & career opportunities
- ⑤ Work-life

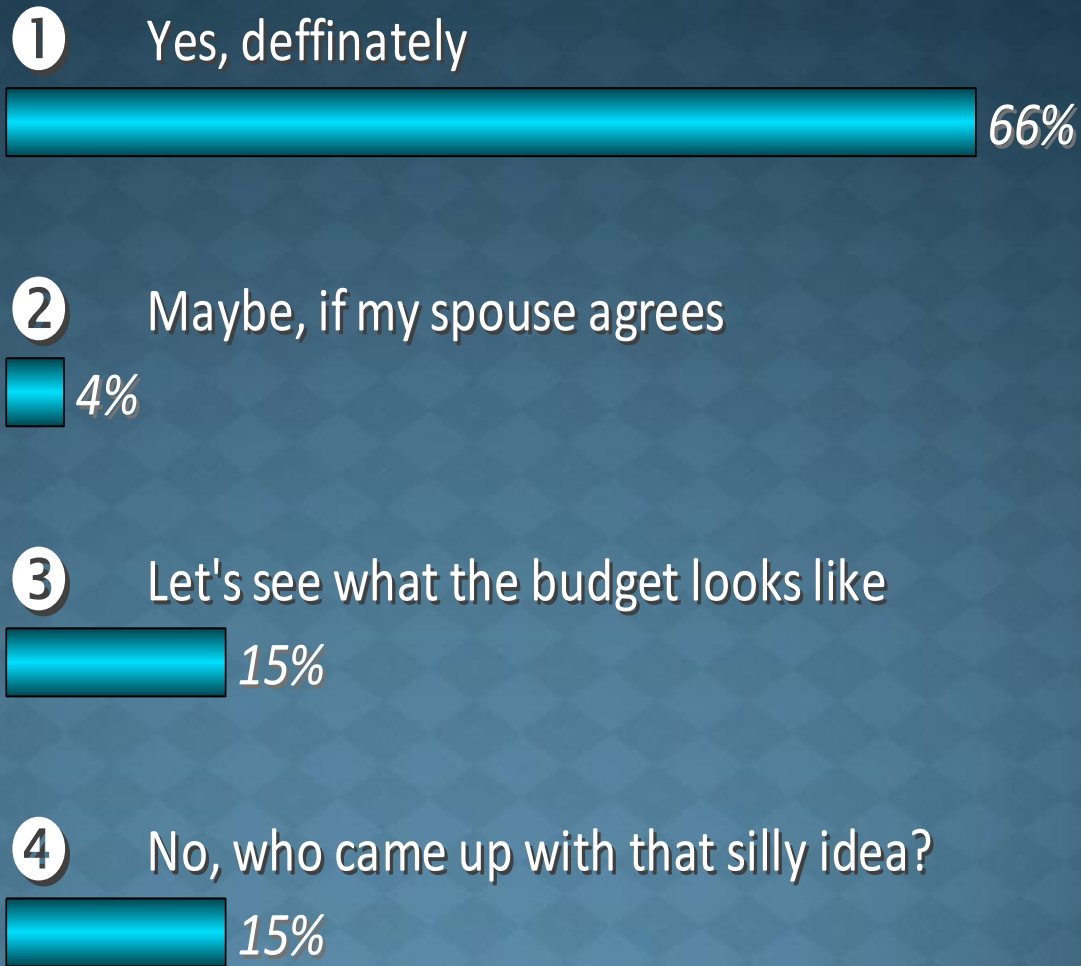


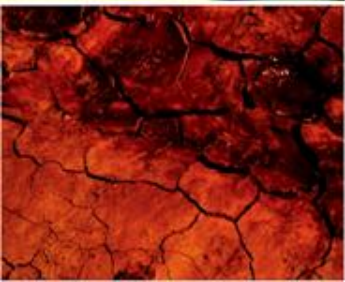
What is your reason for attending the SARA Conference:

- ① Great networking opportunity
- ② To hear about the latest trends and happenings in Remuneration
- ③ To get out of the office for a few days!

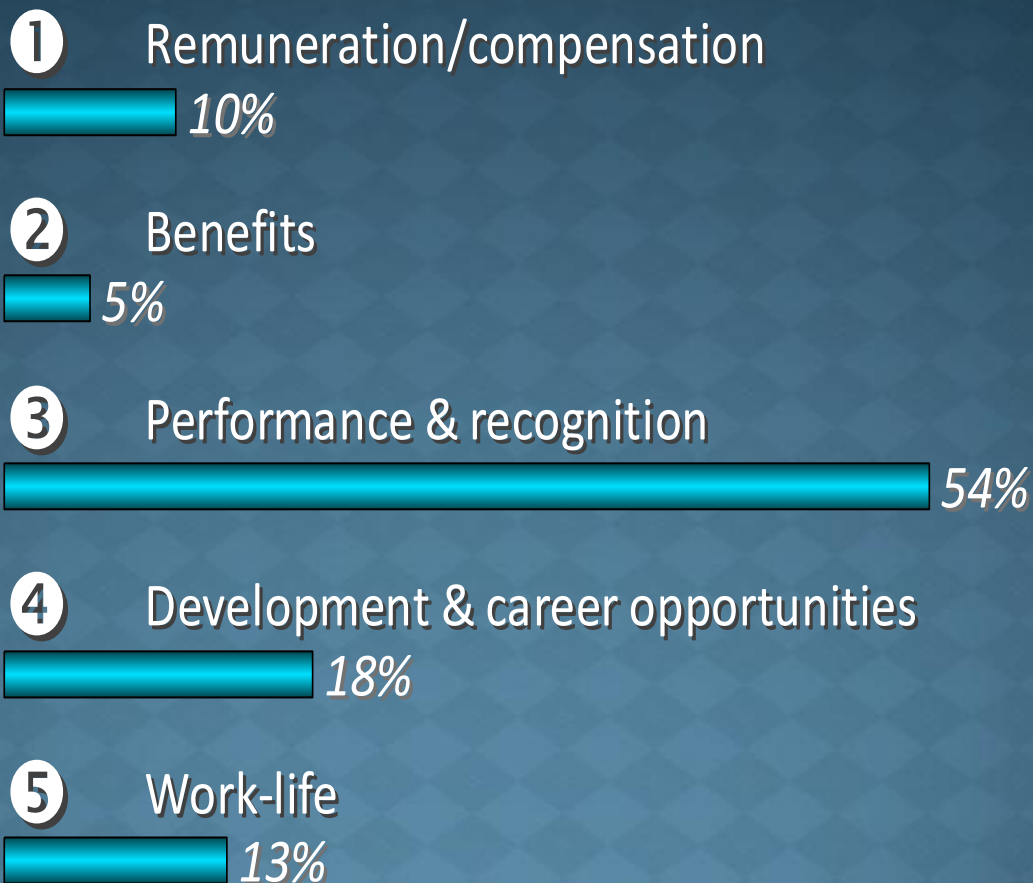


## Would you attend the SARA Conference if it was held on cruise ship?



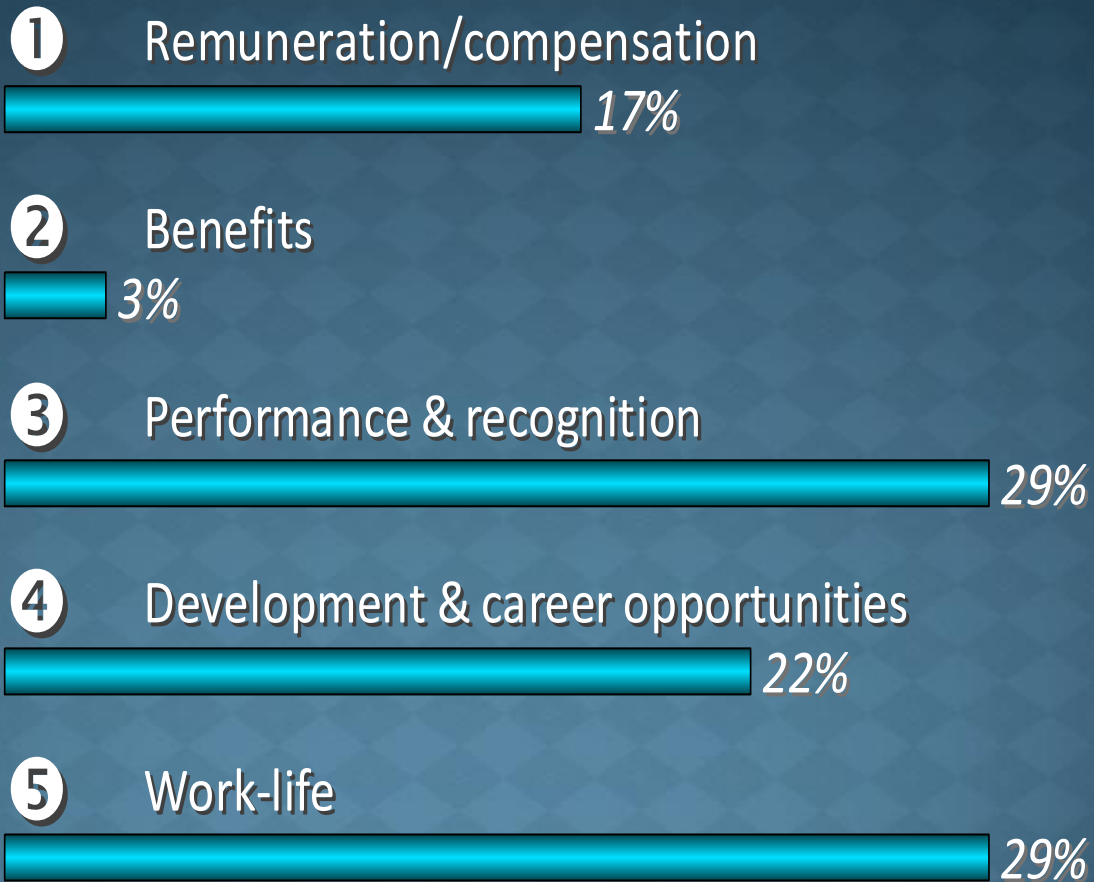


In your professional opinion, on which one of the five total reward elements should your organization be placing the most emphasis?





Which one of the five total reward elements do you personally value the most?





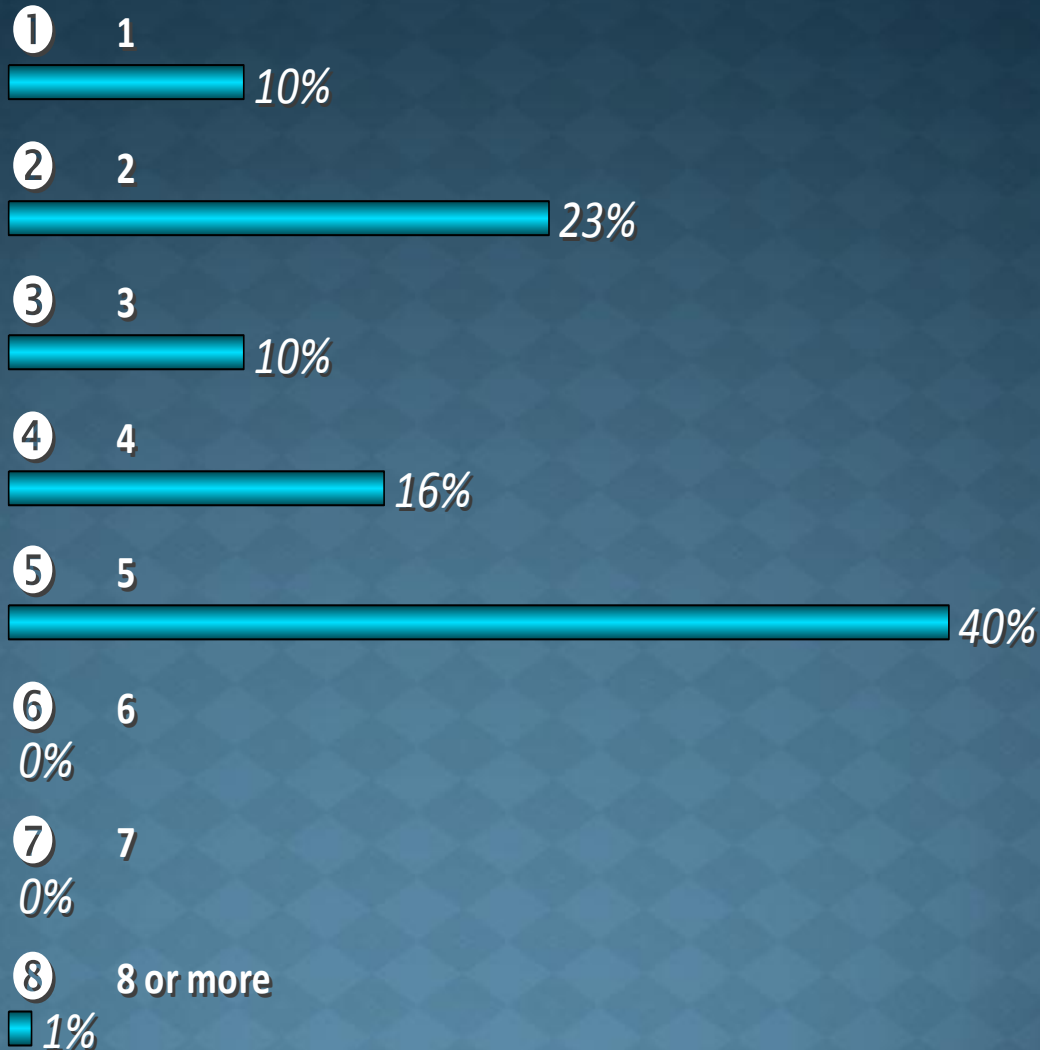


# Which statement best reflects your perspective with respect to pay for performance in your organization?

- ① We are happy with our current level of pay differentiation  
 20%
- ② We are trying to increase pay differentiation in our organization  
 55%
- ③ We would like to decrease pay differentiation in our organization  
 10%
- ④ We don't differentiate pay  
 10%
- ⑤ Other  
 5%



# How many performance ratings do you use? (enter a number)



# Is the Total Rewards concept sufficiently understood by organisations ?

1 Yes, fully



2 To some extent



3 Not really

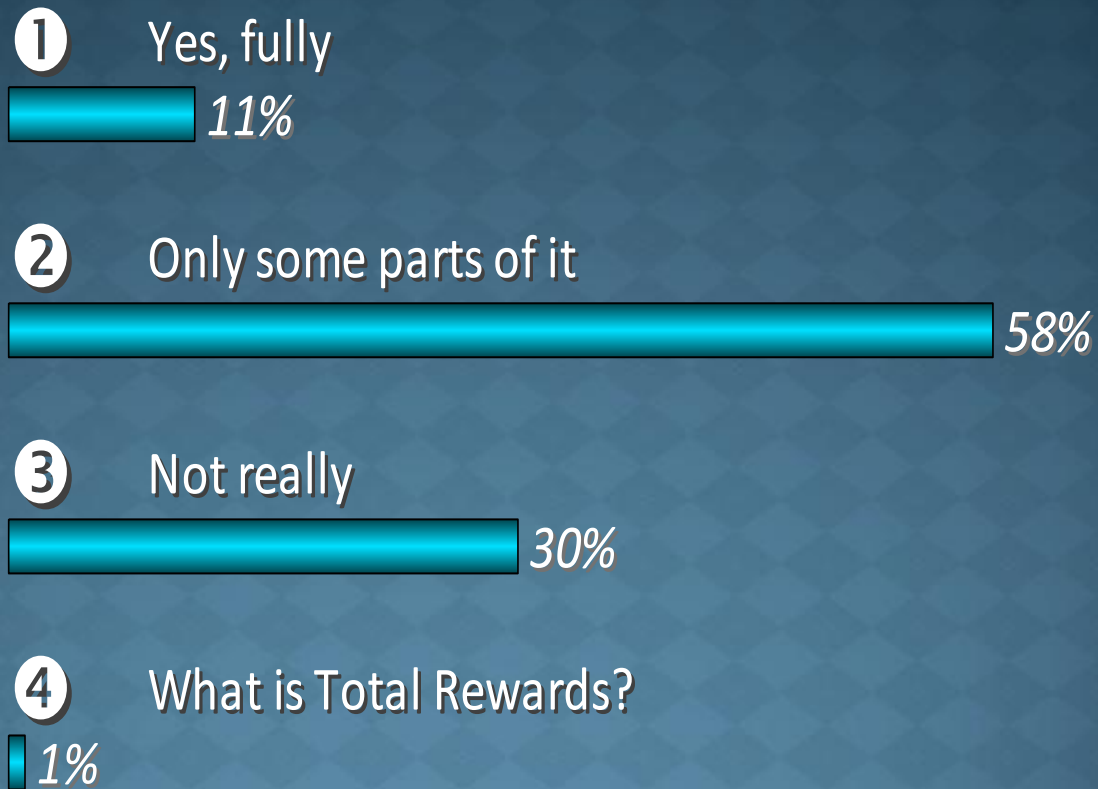


4 What is Total Rewards?



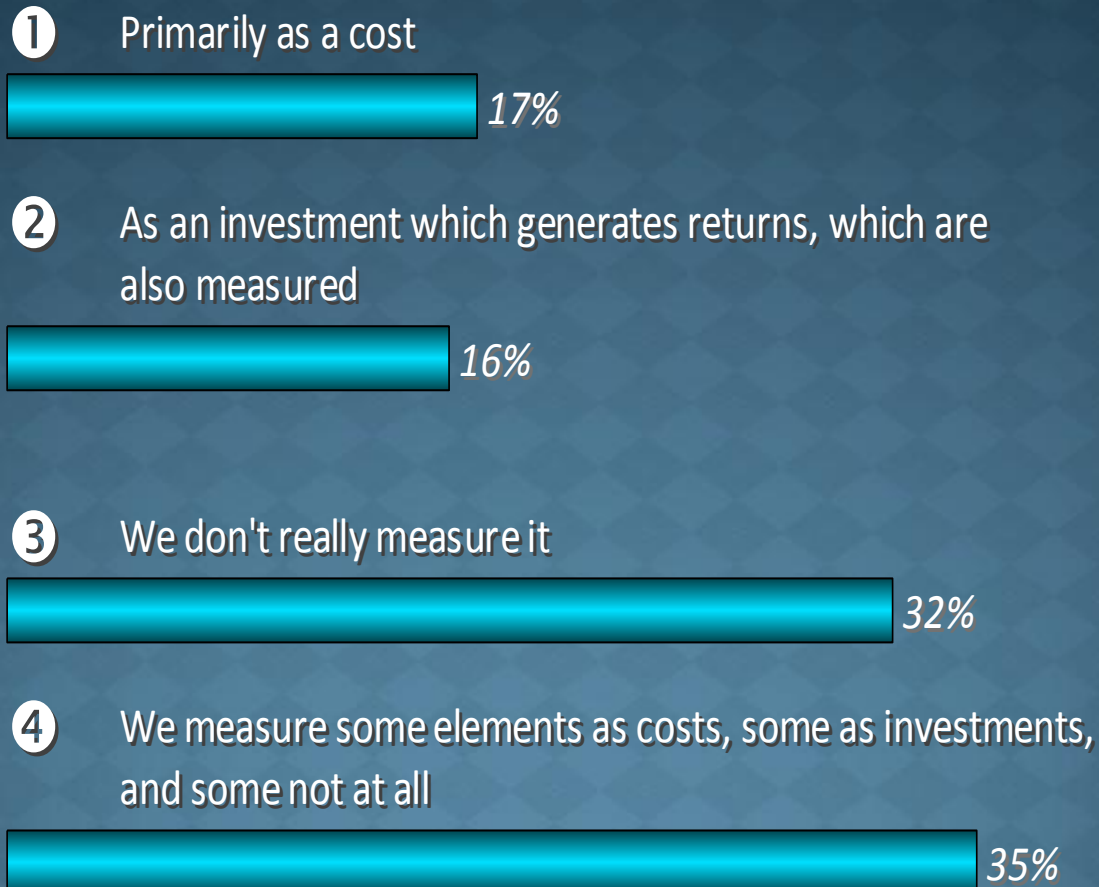


# Is the Total Rewards concept applied optimally in your organisation?

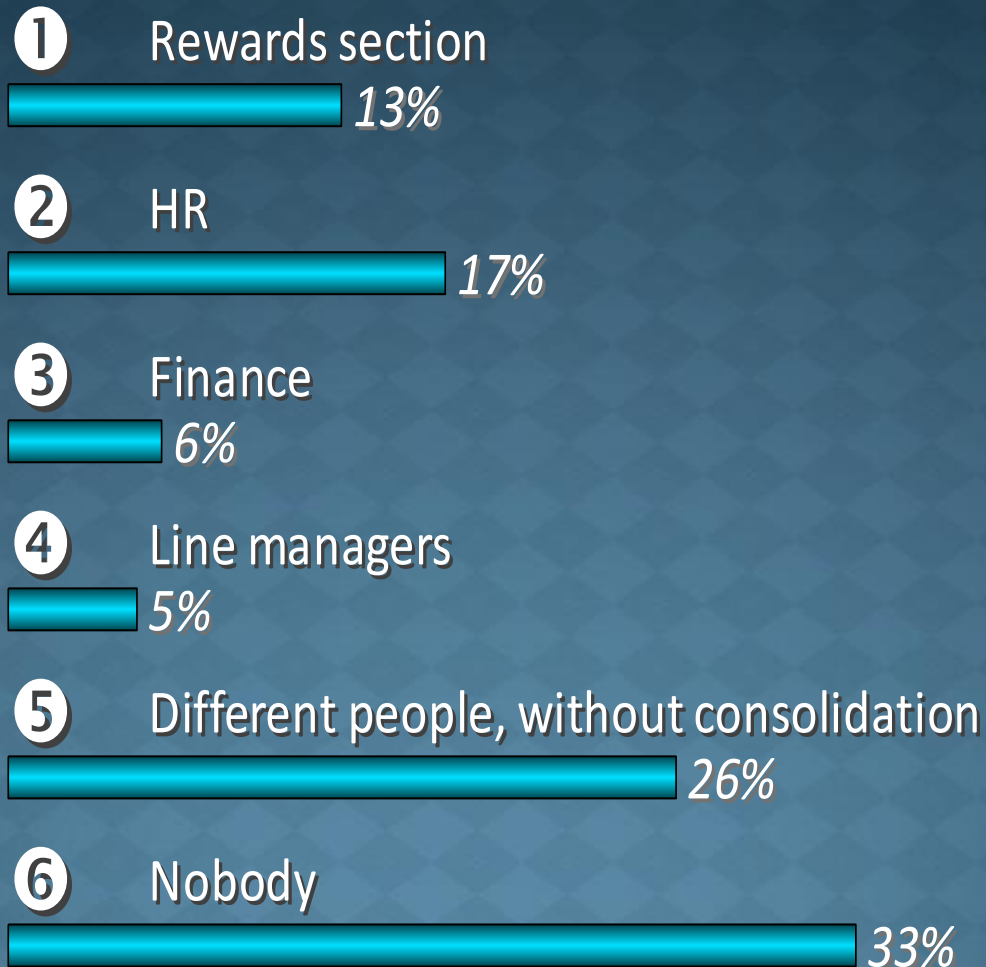




# How do you measure Total Rewards elements in your organisation?

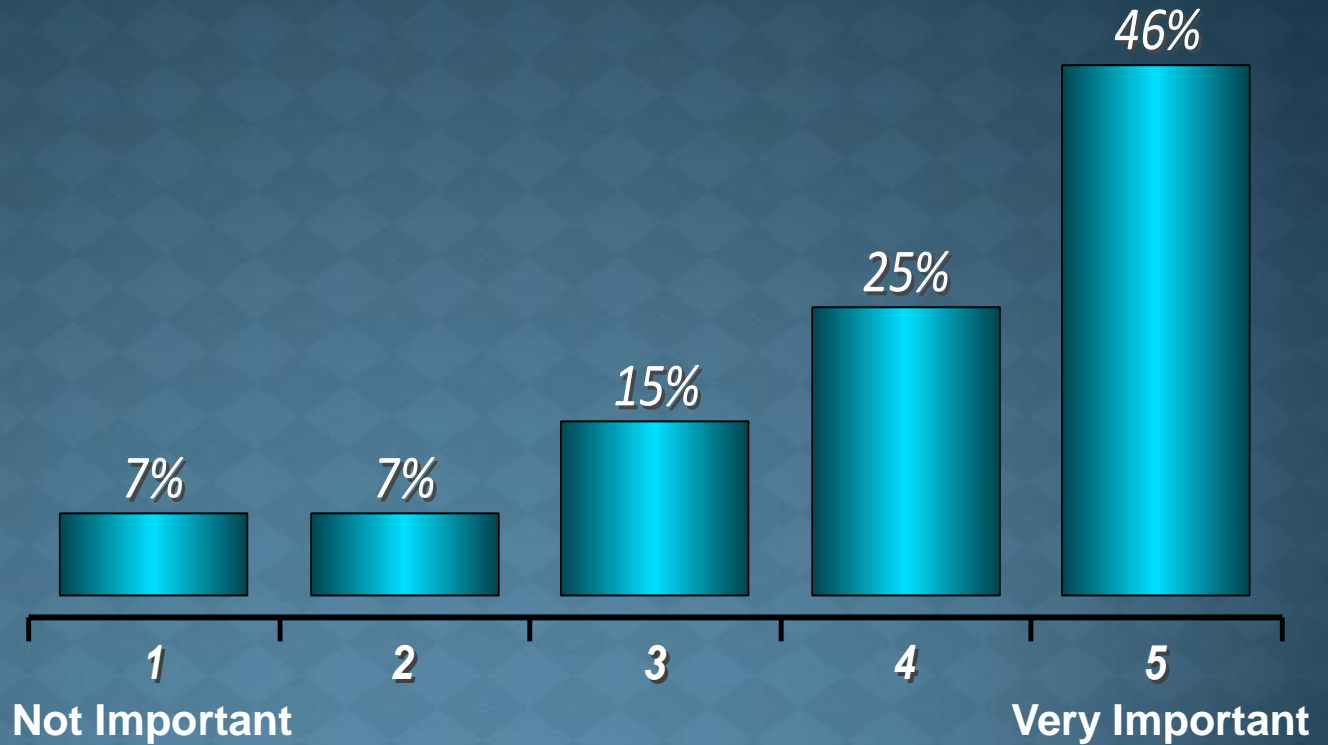


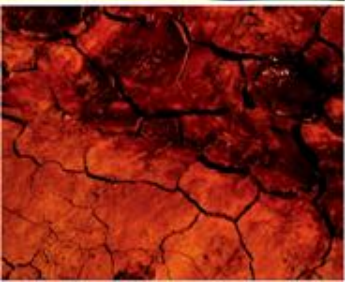
# Who measures ROI on Total Rewards in your organisation?





Please rank the importance of incentive schemes in your organisation?  
(1 not important to 5 very important)





# How would you rate your knowledge on evaluating your organisations incentive schemes?







# Who will the Rugby Currie Cup tomorrow:

