



features

Succeeding in Global Compensation and Benefits 4

By Maura Paller, Salary.com

The key to effective global compensation management for organizations operating overseas is to recognize that every country is different and a one-size-fits-all approach does not translate to success in the global economy. Being aware of the specific pay and benefits practices around the world and taking a data-driven approach to compensation management can provide a cost-effective and efficient solution to managing complexities in compensating the work force.

Strategies to Successfully Manage Absenteeism 7

By Gil Sullivan, Kronos Incorporated

Automated scheduling tools in a total absence management solution allow managers to quickly identify the most appropriate and cost-effective replacements for an absent employee — based on seniority, skills and actual hours worked to manage overtime — while minimizing operational disruptions. Work demands continue to be met, labor costs are contained and productivity is maintained.

Consumer Health Care Finance Technology will be Driven by Employers 11

By Teresa O'Keefe, ConnectYourCare

Employers can look for solutions that provide them a migration path to consumer-directed health care by exploring the philosophies of account-based health plans and HSAs. Flexibility is important when considering long-term relationships with health plans and flexibility for their employees to maintain their HSA portal, even if they no longer work for the company.

The Profit Contribution of Onboarding 14

By David J. Dell, Ph.D. and Ernest P. Canali, HRTechTeam

Today, any HR department that has not made sure it is effectively leveraging its systems to automate onboarding processes is seriously delinquent. Automating onboarding processes contribute profit even before new employees start to earn a paycheck; they really start earning their keep from the first day and can deliver many derivative benefits longer term.

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Cathy Vilaga, Mercer HR Services
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Up.link 3

David Moore, SPHR
Guest Editor

In My Opinion 21

Idea Management: A Critical Part of Total Rewards
By Theresa M. Welbourne, Ph.D., eePulse, Inc.

Functional Focus 23

*Consumer Engagement:
Breaking the Glass Ceiling in Health Activation*
By Noel Obourn, Revolution Health

Executive Corner 25

Controlling Cost Overruns during Program Design
By Tonda Franklin, Deloitte Consulting, LLP

Global Perspective 27

*Employee Engagement in a Global Organization:
An HR Leadership Opportunity*
By Ted Mersino, PivotalGrowth, Inc.

New in the Market 29

An Interview with David Jones, HealthGrades, Inc.

Small to Medium Business 31

Low Cost Employee Benefits on the Small Business Budget
By Dan Rice, PrintingForLess.com

Private Eye 32

HR Privacy Consulting: Is this the right career path for you?
An interview with two HR privacy consultants, Dr. Donald Harris and Ian Turnbull, about the emerging field of privacy consulting.

Tech Notes 34

Software-as-a-Service Comes of Age
By Rich Watson, ADP

The Back Page 36

HR Can Be Ruff
By Elliott Witkin, Ultimate Software



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