

Mapping compensation strategies

[Business](#)



Q 1: Summarize the key points of your company's strategy. A 1: Delta and Pine Land (D) Company is a leading cotton and soybean breeder. D's research facilities are located in the United States, China, Australia, South Africa, Argentina, Brazil, Greece, and Spain. Company headquarters are located in the delta region of Scott, Mississippi, 15 miles north of Greenville, Mississippi. A childhood friend was employed there as a Database Manager at the company headquarters.

A few key points that discovered about Delta and Pine Land Company during our interview session were:

- Prominence – Delta and Pine Land Company made it their main effort to recruit and retain their top employees. Delta and Pine Land Company total compensation package was ranked the best for the most part in that geographical location. While some packages were similar, there were competitive packages for all employees from management to the lowest skill set employee in the plant.
- Hierarchy – There was a significant variance in pay based on which department an employee worked in or occupation they held. It was stated during the interview that “ The salary of the vice president of his department was significantly higher than his salary as the database manager”
- Competitiveness – Delta and Pine Land Company Compensation packages were exceptionally competitive on the outside for this delta region geographical location.
- Employee Contributions – Delta and Pine Land Company offered some individual-based performance pay for a selected group of employee one group being the agronomists.

The vast majority of all other employees expected bonuses based off Delta and Pine Land Company annual overall performance. Q2: What are the key differences compared to the strategies of Microsoft and SAS? A2: Delta and

Pine Land (D) Company is more equivalent to Microsoft than SAS in general. One of the most notable differences between D and both Microsoft and SAS is line ownership. At The Delta and Pine Land Company, The Human Resource department made the final assessment on pay. He also stated management had an influence on determining employees pay as well.

In the section of work/life balance, The Delta and Pine Land Company were equal with Microsoft. Delta and Pine Land (D) Company did not offer childcare services. Delta and Pine Land (D) Company ethnicity was resilient, upbeat and continuously improving. Family and professional principles were obvious. •Delta and Pine Land Company, similar to SAS, shares in-group success.

All Delta and Pine Land Company employees receive a bonus on annual overall performance. All three companies have technology in common. Delta and Pine Land Company utilizes the Automatic Data Processing Payroll system to administer payroll for employees. Delta and Pine Land Company
LowHigh INTERNAL ALIGNMENTProminence x Flexible design x Hierarchy x Career growth x COMPETITIVESNESSHow much x What forms x Work/life balance x EMPLOYEE CONTRIBUTIONSIncentives to base x Individual x Share group success x MANAGEMENTLine ownership x Transparency x Technology x Choicex