



HR COMPENSATION CONSULTANTS, LLC

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Katie Miller Busch is the owner of Delray Beach-based HR Compensation Consultants. She advises small and medium-size companies in South Florida on market-based pay plans; salary administration guides; performance man-

agement; and merit, incentive, bonus, reward and recognition programs.

In uncertain times, morale, focus, engagement and productivity are likely to suffer. Busch advises three strategies for business managers:

- Clearly outline expectations.
- Give frequent feedback.
- Reward results.

Productivity is improved by giving employees direction and focus, Busch said.

An important factor during times of change is to maintain financial balance with performance management.

She urges a combination of tools for clients:

- Create a clear process and budget to distribute pay increases.
- Do not increase base pay as much as in the past.
- Communicate with employees that only above-average performance will be rewarded
- Encourage employees to frequently recognize employees for work well done, let employees know their work is appreciated, and give appropriate and timely rewards.