
The goal of this research is to understand and measure what is working and what is not working so that human resources leaders can improve their total rewards program. The data, derived from a survey of 1,130 organizations, reveals trends and best practices in total rewards. These include:

1. Organizations are centralizing their total rewards information.
   - Two-thirds of organizations centralize total rewards information via a dedicated page on their intranet.
   - This is particularly true for organizations with 25,000 or more employees.

2. Companies rely on numerous external vendors to meet employee needs.
   - Benefits are delivered via a median of 16 external vendors.
   - Non-retirement-related benefits display the highest degree of vendor diversity.

3. Two-thirds of organizations centralize total rewards and employee experience in a single portal.

Total Rewards 3 Findings

Percentage of Organizations with Certain Types of Total Rewards Information Pathways

<table>
<thead>
<tr>
<th>Total Rewards Information Pathway</th>
<th>Percentage of Organizations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial Portal</td>
<td>84%</td>
</tr>
<tr>
<td>Internal Portal</td>
<td>36%</td>
</tr>
<tr>
<td>Physical Portal</td>
<td>30%</td>
</tr>
<tr>
<td>Emotional Portal</td>
<td>15%</td>
</tr>
<tr>
<td>Social Portal</td>
<td>14%</td>
</tr>
<tr>
<td>Other</td>
<td>10%</td>
</tr>
</tbody>
</table>

Total Rewards Vendors by Reward Type

<table>
<thead>
<tr>
<th>Reward Type</th>
<th>Median Number of Vendors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retirement-Related Benefits</td>
<td>3</td>
</tr>
<tr>
<td>Non-Retirement-Related Benefits</td>
<td>3</td>
</tr>
<tr>
<td>Other Benefits</td>
<td>16</td>
</tr>
</tbody>
</table>

Top Three Findings

1. Organizational framework: A holistic approach to total rewards.
   - Total rewards programs have evolved to encompass financial, social, and emotional well-being.
   - Organizations are adopting a more holistic approach to employee wellbeing.

2. Benefits investment: A focus on employee health and wellbeing.
   - 47% of U.S.-based organizations’ wellness and wellbeing budgets went toward programs designed to promote physical health.
   - A significant portion of benefits investment is directed towards wellbeing.

   - Organizations rely on a median of 16 external vendors to deliver their total rewards offerings.
   - Non-retirement-related benefits display the highest degree of vendor diversity.

Deloitte

Pete DeBellis, Vice President, Total Rewards Research Leader
Raju Singaraju, Senior Research Analyst
Ben Carroll, Research Manager

Total Rewards Benchmarking

Benchmarking Findings

Top 3 Findings

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Total Rewards Benchmarking Findings

1. Organizations are Expanding Their View of Wellbeing
   - 47% of U.S.-based organizations’ wellness and wellbeing budgets went toward programs designed to promote physical health.

2. Companies Rely on Numerous External Vendors to Meet Employee Needs
   - Benefits are delivered via a median of 16 external vendors.
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3. Total Rewards Vendors by Reward Type
   - Retirement-related benefits have the lowest number of vendors, with a median of 3 vendors.
   - Non-retirement-related benefits have the highest number of vendors, with a median of 16 vendors.

Total Rewards Benchmarking Tear Sheets

From the High-Impact Total Rewards series

- The Total Rewards Framework series
- The Total Rewards Maturity Model
- The Total Rewards Benchmarking Tear Sheets

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