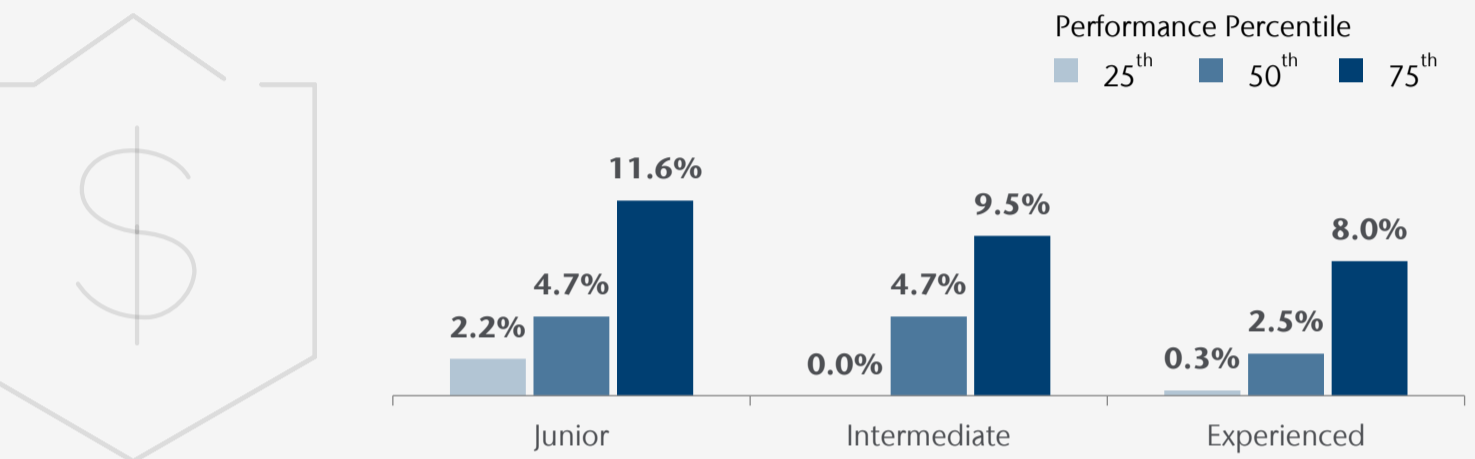


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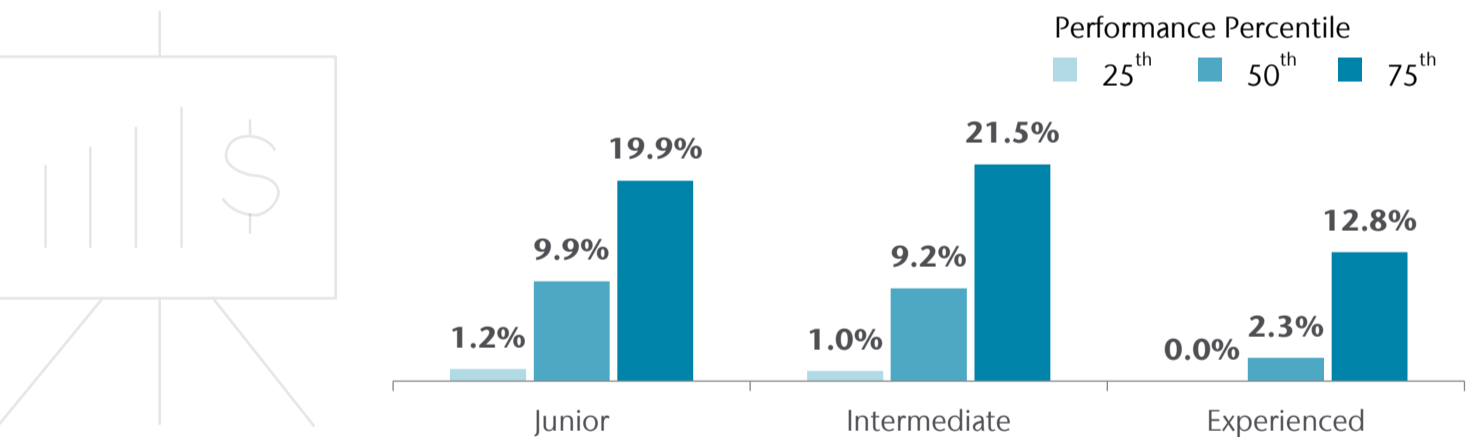
As Salary Budgets Shrink in Germany, Banks Look for Greater Differentiation via Performance-Based Pay

Firms are focusing their attention on motivating and retaining high-performing employees by offering increased levels of compensation to those who add the most business value. The data below is based on a sample of approximately 30 firms in Germany that contribute to our McLagan Compensation Surveys. Results illustrate the year-over-year changes in compensation across junior levels at German banks over a two-year period, ultimately revealing that compensation is significantly higher for top performers. While performance-based pay differentiation is seen at all levels, it is especially common for junior employees. Explore more below.

Corporate & Commercial Banks: Year-Over-Year Compensation Changes for Junior Levels



Markets & Investment Banks: Year-Over-Year Compensation Changes for Junior Levels



To ensure that exceptional performance is being suitably differentiated, banks must focus on linking their rewards systems to the appropriate key performance indicators, which also increases motivation and retention of the right talent for the future.



About Rewards Solutions

The Rewards Solutions practice at Aon empowers business leaders to reimagine their approach to rewards in the digital age through a powerful mix of data, analytics and advisory capabilities. Our colleagues support clients across a full spectrum of needs, including compensation benchmarking, pay and workforce modeling, and expert insights on rewards strategy and plan design.

Contact Our Team

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