

Inside look: Incentives Around the World



While preparing the data for Incentives Around the World, we found some interesting insights that we couldn't wait to share with you. Check out this sneak peek!

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Allowances have a bigger impact on pay mix in certain geographies

In some countries, allowances are an integrated part of a total compensation package. At the manager level in India, approximately 40% of total cash compensation is comprised of allowances and 52% is base salary. In contrast, a manager in the US does not typically receive any allowances — 92% of their pay mix is base salary.



Asia has the highest eligibility for STIs at the manager level

There are five job families in Asia that rank highest for eligibility of short-term incentives — all of them indicating an average of 88% of managers across Asian markets are eligible to receive a STI. These top ranking job families are finance; human resources; legal, compliance and audit; quality management; and supply chain. The quality management job family also has 88% eligibility for managers in the US and Canada.



Target STIs for managers are lowest in the Nordic countries

Across all markets, average target short-term incentives at the manager level are 15.4% of base salary. But Denmark, Finland, Norway and Sweden represent four of the six lowest countries for target STIs. Finland is the lowest with a target of 11.0% of base salary.