

Compensation Philosophy Document

HR & WorkTech

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This guide explains what the tool produces, how to use the output, and what to watch for. The actual output (draft/report) is generated on the tool page.

Background

Drafts a compensation philosophy document and pay-band framework aligned to your company stage and market positioning. Use it to set your comp strategy. For detailed level-wise bands, use the Salary Band Designer.

Purpose of this tool & output

Describe your company stage and philosophy and we draft your compensation framework

How the output is used

Use it to draft your compensation framework — a philosophy document that sets how you pay and why, for your stage.

Who receives it

It is an internal framework owned by leadership/HR, guiding all pay decisions and shared with managers who make offers.

Important cautions

Benchmark against Naukri, Glassdoor, and industry surveys before setting actual bands.

Companion documents

- Salary Band Designer
- CTC Breakup Structurer
- Variable Pay / Incentive Plan
- ESOP Communication Note
- Benefits Benchmarking
- Total Rewards Statement Generator

This is AI-assisted guidance. Verify with a qualified professional before any binding decision. Fees, authorities and processes vary by state and change over time — confirm with your state authority.