

Total rewards for young talents

What do young talent value and expect?



3WaySwitch

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#compensation #recognition
#reward #performance



Young talents have high expectations regarding employers' obligations, including total rewards items

Besides monetary rewards, young talents thrive on recognition and relational rewards such as training & development



Young talents have different needs and preferences, therefore individualization of pay packages (i-deals) would give you an advantage for attracting & retaining talents



Young talents prefer agility and therefore annual bonuses don't appeal to them as much as instant, spot awards and recognition, also through social media



Young talents value fairness and transparency