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PROGRAMME : B.COMM (Hons) MANAGEMENT
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RESEARCH PROJECT: DRAFT

THE RESEARCH TOPIC:

An analysis of the
 compensation system at
 Unilever (ESA) Zimbabwe.



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EXECUTIVE SUMMARY

With the ever increasing dynamic and competition in the business environment, companies are tuning towards means and methods of making their operations and functions more effective and efficient than those of their rivals. Strategies are developed and pursued.

This report summary gives the brief detail on how organisations can use the Human Resource function of Reward/Compensation Management as their strategic weapon. A case study of Unilever ESA Zimbabwe was used to identify the components of a compensation system and expressing how an effective compensation system will be developed and managed. This kind of system will seek to help an organisation be more competitive and efficiently vibrant in the market place.

The research will also highlight the importance of compensation systems which will be proved to go beyond the traditional view of giving employees their dues but will extent to strategic dimensions that include the system being used as a strategic control mechanism which will see the reduction in the agency problem and yet enhance the level of employee commitment to the company's goals and increase their performance at the same time. The same system can be used in moulding the company's corporate culture which will grant the company sustainable competitive advantage.

This research study will also prove that the issue on rewards is not only on how rewards satisfy employees' inner needs but rather on how they are administered.

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