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MEGALITH, INC. – HAY ASSOCIATES (A)



INTRODUCTION


The Megalith, Inc. – Hay Associates (A) case deals with the issue of how to ensure the match of human resource theories and management practice with organizational strategy, with specific emphasis on issues of compensation, job-evaluations and employee satisfaction.





CORPORATE BACKGROUND


**Corporate Background of Megalith, Inc As earlier noted,
Megalith Inc. was established twenty one years ago in
Schererville Indiana and has its operations in nine different
states in the United States of America Megalith, Inc.**





HAY ASSOCIATES


To help Megalith, Hay Associates employed their own system of job evaluation to build a compensation model which would ensure internal and external equity. In this process, the company analyzed every position to determine the role, responsibility, and value it has for the organization in order to establish a standard for compensation.





CONCLUSION

As the case of The Megalith, Inc. – Hay Associates (A) shows the organization's strategic goals must be supported by proper HR practices. Through the roll out of solutions recommended by Hay Associates, Megalith was able to solve the following compensation issues hence enhance the competitiveness and motivation of its workforce towards the achievement of future organizational goals.





RECOMMENDATION

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