

Feature Story

Managing HR on a Global Scale

What does it mean to be a global HR organization? Hewitt explores how HR organizations are evolving to meet the needs of a global business and workforce.

[Find out more](#)



■ Compensation

[Compensation Committees That Work](#)

Our experts provide a dozen best practices for compensation committees. In addition, find out the questions that compensation committees should ask as a matter of habit.

■ Compliance

[Updated Model Disclosure Notice for Medicare Part D](#)

Under Medicare Part D regulations, employer and union group health plan sponsors offering prescription drug coverage must disclose to their Medicare Part D-eligible participants whether the health plan's drug coverage is or is not "creditable" under Part D requirements. Here's the new disclosure notice guidance.

[The Impact of the American Recovery and Reinvestment Act \(ARRA\) on Employers](#)

Hewitt's Special Report outlines what you need to know about the provisions that will have an impact on employers' compensation and benefits practices.

■ Corporate Transactions

[Divest and Conquer](#)

Divesting a company is often seen as an admission of failure or a sure sign of a company in crisis. Yet, just as trees are pruned to help them grow, smart companies understand that divestitures are all part of the corporate lifecycle. Here's how to make your company a more attractive acquisition target.

■ Health Care

[What's New in Health Care Practices?](#)

For more than two decades, Hewitt's Health Care Survey has tracked employer health care practices, benefit programs, and efforts to provide and manage workforce health benefits. The latest edition examines health care challenges for uncertain times.

[Keeping Employees Healthy Remains a Priority](#)

Most large U.S. employers are continuing to make significant long-term investments in solutions and programs aimed at improving the health and productivity of their workforce. However, the changing political landscape—coupled with ongoing cost pressures—has prompted many companies to seriously reconsider their future role as a health care benefits provider. Even so, see how many companies continue to focus on investing in a healthy workforce despite the economy.

■ HR Effectiveness

[The New Face of HR: Driving Results Without Driving Employees Crazy!](#)

HR used to have a face and a name. Then there was a number to call. Now, an e-mail address. What's next? A new generation of decision-support tools is here.

[Top of Mind for HR Leaders in Europe](#)

Hewitt's fourth annual Pan-European HR Barometer Survey reveals that the economic downturn is accelerating organisational change within HR departments. Read where HR has made gains and where it's still lagging.

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Podcasts & Webcasts

[Webcast Replay: COBRA—Beyond Enactment to Implementation](#)

Hewitt experts recently discussed implications of the new COBRA rules, including the pitfalls, perils, and opportunities. Hear the replay.

[Podcast: Human Capital Management in a Downturn](#)

Speakers: Piotr Bednarczuk and Jim Bloomer. The global economic slowdown is forcing companies to look closely at their expenses and at efficiency gains in all relevant business areas. To maneuver through this storm, many companies will need to uncover ways to eliminate HR-related costs or increase the ROI on human capital spent, while maintaining focus on the long-term business objectives of the company. In this podcast, Hewitt experts Piotr Bednarczuk and Jim Bloomer will discuss the opportunities and pitfalls as human capital decisions are made in this environment.

[Managing HR in the Middle East](#)

In the past, HR in the Middle East mainly involved relocation planning for foreign workers and deciding on what currency to use to pay their tax-free salaries, but those days are long gone. Today's focus is on localisation and helping make HR more strategic.

■ *Pension Risk and Investments*

[Timely Observations From the Hewitt 401\(k\) Index™](#)

The Hewitt 401(k) Index is the only index of its kind, serving as a barometer of daily 401(k) investment activity of employees at large U.S. companies. The index tracks the daily transfer activity of nearly 1.5 million 401(k) plan participants with nearly \$90 billion in collective assets. See what's happened in 2009.

■ *Leadership*

[Four Top Strategies to Manage Leadership in Emerging Markets During Turbulent Times](#)

Even before the slowdown, emerging market economies were exploding onto the global economic landscape at unparalleled speed. Now, as many companies look to these new markets even more, they're quickly confronting a significant challenge: There simply aren't enough qualified leaders to meet the demands of the business. Our research points to four leading strategies for optimising talent in emerging markets.

■ *Outsourcing*

[HR Business Process Outsourcing: Coming of Age](#)

Because of lessons learned through the outsourcing of benefits administration, outsourcing of other HR-related processes has become an efficient, cost-effective, and controlled way of handling the transactional functions of Human Resources. Review the seven ways to make HR BPO work.

■ *Retirement*

[Workers Will Need to Save More or Work Longer](#)

Hewitt research highlights the severity of the market tumble on the retirement income needs of U.S. employees. The gap between the amount of money U.S. employees currently have saved and what they need to save in order to maintain their standard of living in retirement has increased significantly.

[Global Retirement Update](#)

A summary of the latest retirement and financial management legislative developments and trends from around the globe.

[Fiduciaries Beware!](#)

Given the increasing importance of 401(k) plans in providing retirement security to Americans, fiduciary decisions are more important than ever before. In this Hewitt Point of View paper, you'll receive a primer on total plan cost and why it should be important to your company.

[Hot Topics in Retirement](#)

More than 140 employers provide a preview of the changes likely to take place in the retirement landscape in 2009. We take a look at the design, management, and delivery of their defined contribution, defined benefit, and retiree medical plans for their active, salaried U.S. employees.

■ *Talent and Performance*

[U.S. Employee Free Choice Act: How to Prepare](#)

Commonly known as the "card-check" bill, this proposed federal law would ease union organisation efforts and change the labor management landscape.

[Canadian Study Finds Link Between High Engagement and Employee Health and Well-Being](#)

Research carried out in conjunction with the 2009 Best Employers in Canada Study has established that highly engaged employees experience better health and overall well-being. Read more on the benefits for both employers and employees of increasing employee engagement.

[Webcast Replay: How Guidance Gets Benefits Results](#)

Today's complex benefit programs discourage and confuse employees. The result: poor decisions that increase costs for employers and employees alike.

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Hewitt Associates is a global consulting and outsourcing company. Since 1940, we've helped the world's leading organisations of all sizes anticipate and solve their complex retirement, health care, workforce, and investment challenges.

[Identifying the "Vital Few"](#)

Most executives agree that there are a vital few employees who have a major, dominant impact on their organisation's business results. These are usually the employees who excel at what they do and do the things that make the most money for the company. Here's why it's important to identify these employees and then act on differentiating the way you manage, reward, and foster their engagement.

■ *New From Hewitt*

[Hewitt Quarterly Asia-Pacific Available](#)

The newest issue of Hewitt's online magazine in Asia-Pacific is now available. Read how incivility in the workplace has a significant impact on employee engagement.

[Hewitt Wins International Benefits Consultant of the Year](#)

Global Pensions magazine honored Hewitt with this prestigious award.

[Hewitt Resource Guides to Social Security, Medicare, IRS Figures, and Various HR Trends](#)

Download these two Hewitt resource guides that provide comprehensive statistics and trends from 2008 and 2009. One guide outlines 2009 Social Security, Medicare, and IRS figures; the other highlights various economic, health, retirement, and employment trends in 2008.

[Daily Tracking of Funding Level for Pension Funds](#)

Pension Risk Tracker is an interactive series of indices that shows the aggregate funding level of the pension funds of companies in a number of equity indices from around the world. The charts plot both the assets and liabilities of these pension funds, based on figures disclosed in publicly available accounts. All figures are updated daily.

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Registered Office: 6 More London Place, London SE1 2DA.