

# IFCCI and Pluxee India Release Comprehensive Total Rewards Study Report

Category: Business

written by | December 19, 2024

Indo-French Chamber of Commerce and Industry (IFCCI) in collaboration with Pluxee India released a report on **“Redefining Total Rewards: Fueling Business Ambitions & Employee Aspirations”** at an event in Mumbai that brought together HR leaders, industry experts, and thought leaders to explore innovative Total Rewards strategies that bridge employee expectations and organizational goals.

The IFCCI & Pluxee Total Rewards Survey Report was unveiled by Mr. Suraj Chettri, Chairperson of the IFCCI HR Committee and VP, Head of HR for India & South Asia & Ms. Suvarna Mishra, HR Director, Pluxee India.

This comprehensive study highlights trends in compensation, well-being programs, and workforce engagement strategies.

The survey was shared with 140+ prominent companies, all members of the IFCCI HR Committee and of the respondents, 87% were Indian subsidiaries of French enterprises from diverse sizes and sectors of activities.

## Key Insights from the Survey:

- **Holistic Rewards:** 72% of organizations prioritize wellness programs, while 94% have adopted flexible work arrangements to boost employee satisfaction.
- **Performance-driven Compensation:** Companies are increasingly adopting pay-for-performance models, linking salary increments to skill growth and

performance.

- **Personalized Benefits:** Customized rewards such as hybrid work options and mental health support are gaining traction to meet diverse workforce needs.

The launch event covered key themes such as:

- **Future-proofing Benefits:** Exploring the role of preventive care, digital tools, and value-based benefits in enhancing employee well-being.
- **Proactive Rewards:** How tailored rewards can help organizations navigate business challenges and retain top talent.

**Mr. Anish Sarkar, Managing Director – Pluxee India & Director – India/ Philippines/ Indonesia Cluster**, emphasized, *“We are committed to supporting organizations with insights that drive meaningful change. This report reflects our dedication to fostering workplaces where employees feel valued, motivated, and empowered.”*

**Ms Payal S. Kanwar, Director General, IFCCI**, remarked, *“We are proud to present this collaborative report with Pluxee India, which highlights the evolving dynamics of Total Rewards as a cornerstone of workforce management. The insights from this survey offer a valuable benchmark for companies to understand emerging trends and best practices, enabling employers to make informed decisions and optimize their employee offerings.”*

“The event concluded with a roundtable discussion, **“Devil is in the Details,”** where HR leaders shared actionable insights and strategies to implement forward-thinking Total Rewards frameworks.

**About Pluxee India**

Pluxee is a leader in employee benefits and motivation, supporting businesses in attracting, engaging, and retaining talent through a broad range of solutions across Meal, Wellbeing, Learning, Rewards & Recognition & whole range of other offerings. With 27+ years of expertise in India, Pluxee partners with 11,000+ companies across the public and private sectors also fostering a trusted network of 150,000+ merchant partners on meal and 5 million+ merchants on other benefits. Every day Pluxee India works to supports 3.5 million+ consumers in 1,800+ towns nationwide.

Powered by innovative technology and a dedicated team, Pluxee India delivers meaningful and personalized experiences through a single card and app to enhance the well-being of its consumers at work and beyond. Carrying forward a 45+ year global legacy, Pluxee is committed to creating a positive impact on local communities, promoting sustainability, and enabling its stakeholders to do what matters the most. For more information visit [www.pluxee.in](http://www.pluxee.in).

### **About Indo-French Chamber of Commerce & Industry (IFCCI)**

Established in 1977, the Indo-French Chamber of Commerce and Industry is one of the most active bilateral chambers in India. IFCCI represents a dynamic business platform of over 750+ company members and 17 Sector & Function led Committees offering an extensive range of business services and giving access to people and information.

The Chamber belongs to a worldwide network of 119 French Chambers (CCI France International) in 92 countries with over 37,000 companies with the mission:

- To facilitate business and networking opportunities between Indian and French companiesâ
- To develop trade relations between our members and the Indo-French business communityâ

- To encourage economic, commercial and investment relations between France and India
- To help members liaise with the state and central governments for Ease of Business

