

## **COMPENSATION AND REWARD MANAGEMENT**

### **CASE 3 – Singapore Airlines – Moving to A Flexi-wage system during volatile times.**

#### **Facts of the case / summary**

- This case study discusses about Singapore Airlines, their struggle with maintaining and revamping the wage funds towards the airlines, in various circumstances of war and diseases.
- It also discusses its measures and strategies to be prepared for the time when it had to deal with SARS disease.
- Various parties come into picture in the case – Chief of National Trades Union Congress (NTUC), National Wages Council (NWC), Global Civil Aviation (GCA), International Air Transport Association (IATA), Air Line Pilots Association (ALPA).
- This Airlines has won many awards and top categories in the specific industry for its quality work and customer delivery.
- There were many challenges to managing a global airline, some being – compensation, layoffs, economic balance, cost incurred, inflation, job losses.
- There were 3 main incidents that had a major impact on the Airlines, this resulted in delay in economic recovery, inflation, low passenger demand, and other operational issues. The first Iraq war, SARS, and 9/11.
- All these events reduced the overall capacity demand of pacific and Atlantic routes of Airlines. SARS caused major health damage to major travelers resulting in lack of confidence to travel in airlines.
- The company then realized that it had to restructure its wage and compensation system to gain cost benefits amongst its competitors.
- The late 1990's and in early 2000's, 3 main cost items that led to the increase in the Airline's operating costs – depreciation, wages, and fuel. The above mentioned were the reason for inflation, inflated compensation, and decrease in pay components of wages.
- Some changes with regard to components of wages include – changes in basic pay (allowances), bonuses, increments for services.
- Various activities of cost management included changes in pay cuts, layoffs, retrenchments, and some various other costs.
- Seniority based compensation was also a major cut in the organization. Activities such as VRS, Golden handshake, last in first out terminations, etc.

#### **Issues / problem in the case –**

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