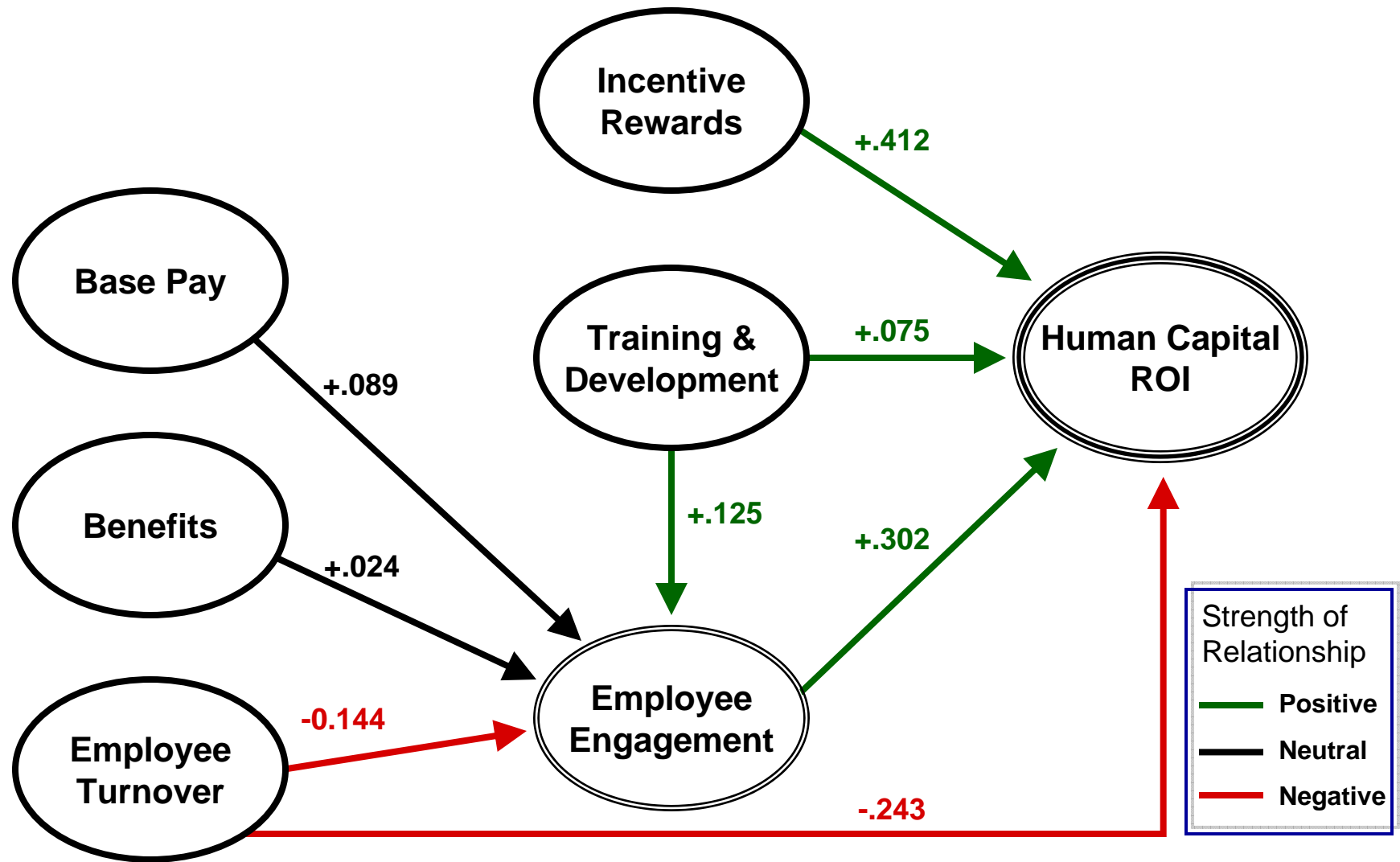


Causal Model – Example



The Wynford Group
based on model by Dr. N. Bontis

Causal Model – Example

- ❑ In this example, the factors have been identified to have the greatest impact on increasing the productivity of Human Capital (Labour) are:
 - **Using specific incentive rewards to encourage increased performance while base pay and benefits do not have a significant impact on productivity nor engagement**
 - **Decreasing turnover has a direct impact on increasing employee satisfaction and engagement**

- ❑ This indicates that in this industry or organization there is greater **Value for Money** in investing in incentive rewards and other retention strategies.

- ❑ The investment in the following do not return a significant increase in productivity for each dollar (\$) spent:
 - **Benefits**
 - **Base Pay**
 - **Training and Development**