

# Tia Schram

STUDENT, BACHELOR OF MANAGEMENT - MARKETING EMPHASIS

## Changes to Compensation Systems as a Result of Covid-19 Impacts in the Education System

The Covid-19 pandemic was fatal for many small businesses around the world. For teachers, they were forced to adapt to the everchanging circumstances as they transitioned to an online delivery system. Throughout these trying times, teachers received little changes to pay structure, and even received reduced hours and classroom support. Pay structure, motivation strategies, and compensation benefits of teachers before and during the Covid-19 pandemic were investigated to establish teacher attitudes and motivators. Primary and secondary research aided in producing three recommendations regarding teacher's compensation systems; restructure teachers' pay structure, provide greater intrinsic motivators, and improve benefit packages. To restructure the current pay system, one would consider flattening the progression of pay increases in regard to employee's experience in the field. In order to do so, the benefits package must also be restructured to ensure employees feel valued at their

current pay rates. Increasing intrinsic motivators is also a recommendation associated with this research. This type of motivation is most appealing to the younger teachers, which is critical to their overall well-being. Finally, decreasing gaps in the current benefit package can improve employee retention and motivation, particularly within the eldest demographic of teachers. Despite limitations to the research, it was determined that teachers felt under compensated for the work they do and services they provide.

***Research Advisor: Dr. Elizabeth Coker-Farrell, Assistant Professor***