(a) Chief Executive
(b) Senior Managers
(c) Knowledge Workers.

(A) Chief Executive:

The Chief Executive Officer (CEO) is the top executive in the organization, responsible for strategic decision-making, overall company performance, and stakeholder management.

Their compensation package should reflect their significant responsibilities and the company's performance:

1. Base Salary: Provide a competitive base salary that aligns with industry standards and the CEO's experience and track record.
2. Short-Term Incentives: Implement an annual bonus plan based on the achievement of specific performance metrics tied to the company's key objectives. These metrics could include revenue growth, profitability, market share, and strategic milestones.
3. Long-Term Incentives: Offer equity-based compensation, such as stock options or restricted stock units (RSUs), to align the CEO's interests with the company's long-term success. Vesting periods should be tied to the achievement of long-term performance targets.
4. Benefits and Perquisites: Provide a comprehensive benefits package, including health insurance, retirement plans, and other executive perks like a car allowance, executive club memberships, and personal security coverage.
5. Deferred Compensation: Consider deferred compensation plans to provide additional rewards for staying with the company and achieving long-term goals.

(B) Senior Managers:

Senior managers play critical roles in executing the organization’s strategies and managing various departments.

Their compensation package should reflect their leadership responsibilities and contributions:

1. Base Salary: Offer competitive base salaries based on market rates and the manager’s experience and expertise.
2. Performance-Based Bonuses: Tie a portion of their compensation to individual and team performance metrics, which should align with departmental and company-wide objectives.
3. Profit Sharing: Consider profit-sharing plans that allow senior managers to share in the company’s success, reinforcing a sense of ownership in their roles.
4. Retirement and Savings Plans: Provide attractive retirement and savings plans, such as 401(k) or Employee Provident Fund (EPF) contributions, to help senior managers plan for their future.
5. Professional Development: Support their professional growth and skill development through training programs and opportunities for advancement.

(C) Knowledge Workers:

Knowledge workers possess specialized skills and knowledge, contributing significantly to innovation and intellectual capital.

Their compensation should recognize their expertise and incentivize creativity:

1. Competitive Base Pay: Offer competitive base salaries based on market benchmarks and the worker's experience and expertise in their field.
2. Variable Pay: Implement performance-based incentives tied to individual, team, or project achievements to reward outstanding contributions.
3. Skill-Based Pay: Consider skill-based pay to reward knowledge workers for acquiring and applying specialized skills that contribute to the organization's success.
4. Flexible Work Arrangements: Provide options for flexible work schedules, remote work, or compressed workweeks to enhance work-life balance, which is especially important for knowledge workers.
5. Career Growth Opportunities: Offer clear career paths and opportunities for advancement, along with training and development programs to nurture their skills.
6. Recognition and Awards: Establish a culture of recognition, acknowledging knowledge workers' contributions through awards, spot bonuses, or peer recognition programs.
7. Work Environment: Create a conducive work environment that fosters creativity and innovation, allowing knowledge workers to thrive.