

The Human-AI Partnership Framework

Where human judgment belongs

Reward-to-Retain — Value Stream Profile

PCF 7.5 · Reward & Retain Talent

5 PCF processes · 7 roles involved · 0 governed decision points.

Description

This value stream comprises one APQC PCF process group: 7.5 Reward and Retain Employees — spanning 5 Level 3 processes and 17 Level 4 activities.

At the activity level, this value stream's work breaks down as 9 Knowledge activities (judgment, synthesis, and interpretation-driven work), 7 Transaction activities (rules-based processing suited to automation), and 1 Document activity (content generation). No Exception-pattern activity exists within this value stream.

At M3 (HITL Design Intent), the value stream's aggregate human-involvement ratio is 51%, down from a 74% undesigned baseline — a 23-point AI convergence opportunity.

KPIs

Business Impact Metric & Formula (where confirmed)	Source
Regrettable turnover rate <i>Voluntary exits of high-performing/critical-skill employees ÷ average headcount, measured annually</i>	SHRM
Compensation competitiveness <i>Pay rate ÷ pay range midpoint (compa-ratio), aggregated as average compa-ratio across employees in scope</i>	SHRM
Benefits cost trend <i>Total benefits spend this period ÷ total benefits spend prior period - 1, tracked year-over-year</i>	—

Roles Involved

Role	Tier
Compensation & Benefits Manager	Managerial
Director of HR Operations	Managerial
HRBP Manager	Managerial
Compensation Analyst	Operational
HR Generalist	Operational
HRIS Analyst	Operational
Finance*	External Participant

Governed Decision Points

No Decision- or Exception-pattern activity in this value stream — every step here is Knowledge, Document, Transaction, or Mixed without an embedded Decision/Exception component.