Idea, S.A. is an interactive case study where students will analyze the compensation policies of a company in order to make a new policy based on the objectives.

Through the interactive case the student will study:

- The analysis of a salary situation
- The design of a salary review plan
The analysis consists of the examination of a situation based on five criteria: internal equity, external competition, potential, time in the company and position.

The case includes different graphs and tables which give a more detailed vision on the topic.
In the design of the new compensation policy, students have to decide which of the variables they wish to focus on, (for example internal equity) and complete the salary matrix according to the budget.
The last section refers to the external competitiveness. Here students can compare graphically the details of each employee with those of similar positions in the market.