

INTERNATIONAL INVENTOR REMUNERATION MANAGEMENT AND PRACTICES REPORT
Best Practices Analysis

Best practices lead to superior performance. The purpose of the Best Practices Analysis is to illuminate the best practices associated with international inventor rewards and recognition programs (IRRP). We analyzed key questions using a number of IP program performance metrics to provide best practices guidance.



We evaluated a number of factors that may affect respondent groupings to evaluate variances and identify best and prevailing practices. The factors analyzed are as follows:

- Use of a single or multiple written inventor rewards and recognition programs
- Framework of IRRP, global or location specific (regional and country)
- Remuneration for commercial use awards characteristics (lump sum vs. turnover [percentage/profit sharing])
- Royalty payment inventor compensation
- Remuneration calculation publication
- Team awards
- Experience with inventor disputes
- Cross-border development compensation approach
- Number of nonfinancial/cash incentive awards offered to inventors
- Other IP-related activities employees are rewarded for (financial and nonfinancial)
- Effect of compensation for patent-procurement-related events (invention disclosure submissions, patent application filing, and patent grant)
- Effect of number of events compensated
- Effect of compensation amounts (aggregate)
- Effect of nonfinancial award/recognition type

The performance metrics that we used to evaluate IRRP best practices and which show superior performance are:

- Patent efficiency: number of patents filed per million dollars spent on R&D
- Invention disclosure activity: the number of invention disclosures (ID) per one million dollars spent on R&D
- Inventor participation: the number of invention disclosures per inventor
- Inventions per capita: the number of patent applications per inventor
- Prospective Inventors: Percentage of R&D engineers engaged in patentable innovation
- One million dollars of R&D spent per patent application
- One million dollars of R&D spent per invention disclosures
- Percentage of internally generated IDs that were filed original patent applications

Contact Information