

Salary Analysis

On average, compensation accounts for over half of a company's expenditure. It also touches everyone in an organisation.



How you design and implement your pay strategies significantly influences how your people - and your business - perform. Yet, it's often difficult to gather, manage and work with the wide range of information required to design and maintain effective pay strategies.

Salary Analysis is a sophisticated pay modelling software tool that brings together internal and external compensation data and provides advanced visualisation and simulation tools to help reward specialists develop effective pay strategies.

Offering a more robust – and much easier to maintain – approach than is possible with spreadsheet-based applications, the system makes it easy to review pay against internal policies and market data, and model and compare the costs and effects of different pay strategies.

You'll be able to position yourself where you want to be in relation to the market and use your pay strategy to help achieve your people objectives, whether it's attracting and retaining talent, rewarding and influencing performance or ensuring internal equity.

HRM software

together with

Céranne



Spend your time designing competitive salary policies - not collating information

Salary Analysis was developed by HRM Software's sister company, Cezanne Software, with input from senior compensation experts across a wide range of business sectors.

Today, Salary Analysis is used by hundreds of organisations worldwide.

Manage data with ease

To make informed decisions you need to work with data from many different sources; including payroll, HRIS, performance management software, spreadsheets and multiple market surveys, each with its own proprietary format. Bringing together and making sense of this information – year after year – can be frustrating and time consuming to manage.

Salary Analysis allows you to easily import and consolidate all of this information – usually with little or no input from your IT department. Once you've imported the data, you can work with it to map it to your internal values or modify the data to reflect regional or other variations. For example, if the survey is based on grades, but you use jobs, you can create rules that associate a certain grade with the corresponding job.

Visualise your pay information

Salary Analysis incorporates powerful graphical analysis functionality that adds impact to data, making it easier to “see” and work with key information. The system automatically maps your internal salary data, creating scattergrams and regression lines that make overall patterns, as well as individual anomalies, much more visible. Real or planned salary data can be displayed in the context of both policy objectives and external market data, allowing relationships to be easily seen. For example, you'll be able to rapidly identify employees who are rewarded above, or below, your internal compensation policies.

Using simulation functionality, reward specialists can quickly model different scenarios, and then drill through to look at the impact.

Model pay policies with confidence

Salary Analysis provides considerable flexibility, allowing reward specialists to model their salary policies in the way that best suits their needs.

You can work with your complete employee population or isolate groups, to allow multiple factors to be taken into account, for example, location, seniority, competencies or the date their salary was last increased. And, you can apply a mixture of pay progression actions, for example policy lines, merit matrices or specific percentages or amounts.

Salary Analysis is a mature, proven product, used by hundreds of organisations worldwide. Unlike spreadsheet applications, you've no need to custom build – and manage – multiple macros. Salary Analysis takes care of the calculations for you, allowing you to model even the most complex of salary adjustments.

Make Salary Analysis work for you

Assess competitiveness

You can easily import multiple market surveys and use them to assess the competitive positioning of your organisation in the market place – as well as model future approaches.

Ensure pay equity

You'll be able to analyse salaries in more than one dimension, so you can relate age, gender or ethnicity to different factors, such as grade or position, and ensure that you are rewarding fairly.

Identify anomalies

Since data is displayed graphically, you'll instantly see employees who are rewarded above or below your salary policies - and identify employees that might be at risk.

Model multiple scenarios

You can model as many, or as few, scenarios as you need to, and save them for re-use in the future. An overall policy can be established, and then modified for selected groups to reflect specific circumstances. Comparison with historical data allows you to look at trends over time.

Develop "niche" salary programmes

Individual salary scenarios can be linked to specific groups to allow multiple factors to be taken into account. For example, you may want to apply a 5% increase above current market value to employees with selected skills and above average performance, who are based at a specific location where demand for these skills is exceptionally high.

Relate pay to performance

Salary adjustments can be linked to performance achievements, based on your own merit matrices and compa ratios. This will help to encourage a sustained focus on improving performance across the organisation.

See the financial impact

You'll be able to simulate different scenarios based around policy lines, merit matrices or specific amounts within control parameters – and see the financial impact, instantly. And, because you can easily model and then aggregate different approaches, you'll find that it's much easier to optimise your salary budget.

Manage salary planning enterprise-wide

The system lets you look at information based on a wide range of variations, such as group, job, performance rating, geography, legal entity, etc. This capability is essential for any type of global implementation.

Scale to fit your business

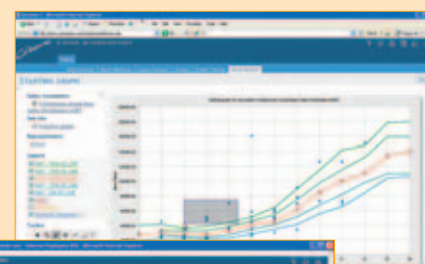
Salary analysis can be configured to meet the needs of organisations of any size. It can be deployed as a customer-hosted or vendor-hosted solution.

Improve your productivity

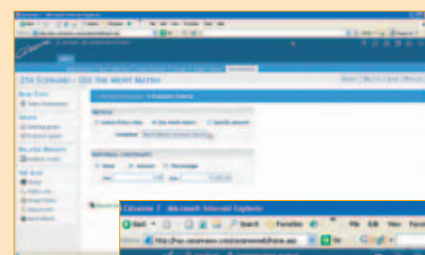
The easy-to-use interface has been designed to make salary analysis and modelling efficient and painless. It removes the need for complex code writing or in-depth knowledge of spreadsheets – yet is sophisticated enough to tackle the most complex analysis requirements.



Scattergrams and regression lines are automatically generated by the system, making it easier to see patterns and anomalies

A table displaying employee data, including names, positions, and other relevant information, used for graphical selection.

You can graphically select the employees you want to focus on, and then drill down to see the detail

A screenshot of the system interface showing a merit matrix table, used for modeling salary adjustments based on performance and compa ratios.

	0.00%	0.25%	0.50%	0.75%	1.00%
1	0.00%	0.25%	0.50%	0.75%	1.00%
2	0.00%	0.25%	0.50%	0.75%	1.00%
3	0.00%	0.25%	0.50%	0.75%	1.00%
4	0.00%	0.25%	0.50%	0.75%	1.00%
5	0.00%	0.25%	0.50%	0.75%	1.00%
6	0.00%	0.25%	0.50%	0.75%	1.00%

Salary adjustments can be modelled using different pay progression actions, including your own merit matrices

