

Compensate Salary Benchmarking

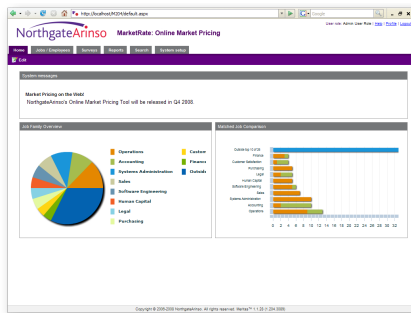
Compensate Salary Benchmarking is a multi-user, multi-currency online tool that gives the ability to compare and review salaries of employees with external market data.

Market pricing & salary benchmarking is a key activity to ensure your organisation remains competitive and continues to attract and retain the best available talent.

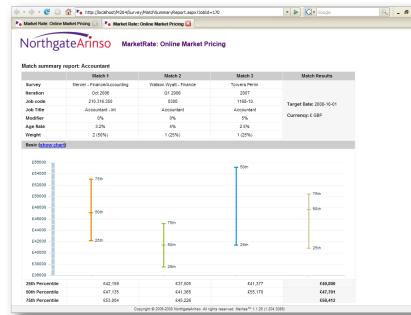
In the typical pay review process HR people tend to spend the majority of their time collating information from many sources, leaving little opportunity for contribution to the more important strategic decision-making processes. Often, more emphasis is placed on meeting budgets rather than ensuring that those budgets are spent as wisely as possible.

Compensate Salary Benchmarking

Our Compensate Salary Benchmarking software gives you the ability to compare and review the salaries of your employees with external market data in line with your organisation's specific requirements. Compensate Salary Benchmarking is a multi-user, multi-currency web platform that provides a cost effective, powerful solution for remuneration analysis and reporting.



Matches to your roles can be quickly imported or created within the friendly user-interface. Flexibility to apply a premium or discount to your results means that the output always reflects the situation of your organisation.



The system has the potential to hold an unlimited number of salary surveys from any number of vendors, giving you the power to take a more balanced view on the market than simply relying on one data source. Combine this feature with the sophisticated ageing and weighting functions and you can quickly get the results that you need.

The in-built survey submission flag allows you to extract your data from the system ready to format for the vendor's requirements and, when an updated survey arrives, the system will automatically transfer your job matches.

Powerful reporting allows you to visualise the matches that are combined to create the final market price – and across multiple percentiles and salary dimensions at once. With support for unlimited components of pay, the system can ensure that pay comparisons to the market are always looking at like-for-like numbers and instant feedback lets you know the potential impact to your payroll.

With a clean graphical interface, full export to Microsoft Office in a number of formats and the support you need to get your existing data into the system, Compensate Salary Benchmarking offers a comprehensive solution to your salary benchmarking needs.

Consultancy

Given that an organisation relies so heavily on the ability to attract and retain high calibre employees, the use of market salary information is an important function for a reward manager.

NorthgateArinso Reward Solutions can manage the collation of multiple survey data sources and provide advice on the implications of alignment and costing out market deficits. With increasing mobility amongst employees, keeping in touch with the market is an imperative if your organisation is to attract and retain the best available talent. Whilst many organisations acknowledge this need, the time required to identify, gather and compare market pay is time consuming, costly, and extremely frustrating.

Our approach builds on our extensive experience of working closely with the survey providers. We use Compensate Salary Benchmarking to strip out repetitive job matching, and automate survey submission and reporting. On the back of market information, we work on detailed analysis and reporting. We identify high risk areas, uncovering the detailed costs and alternative approaches to rectifying potential issues.

For an initial discussion about your requirements call us on 01244 572722. Email: rewardinfo@northgatearinso.com or visit www.northgatearinso-reward.co.uk