

CompAnalyst® Pay Equity Suite

A complete, continuous approach to embrace pay equity

Modern pay equity is defined as equal pay for comparable work that is internally equitable, externally competitive, and transparently communicated. CompAnalyst® Pay Equity Suite offers the only complete, end-to-end solution for modern pay equity by delivering a continuous focus on identifying, remediating, and preventing pay equity issues.

PAY EQUITY PROCESS

Mandate Pay Equity

Answering the question of “What does pay equity mean to my organization?” is critical to ensure that the process you put in place will yield the expected results for your organization. We work with you to create a sustainable pay philosophy that is aligned with organizational values and culture – and supports strategic goals and budgeting priorities.

Group Comparable Jobs

At the foundation of any pay equity analysis is defining your jobs as comparable or similar. We'll collect the relevant data up front to perform a job analysis and evaluation – either in a secure file transfer or through our integrations with your HRIS. Our JobArchitect™ standardizes job descriptions by outlining the essential responsibilities and specific qualifications to perform a job successfully. From there, a job evaluation determines the relative worth of jobs so you can create an internally aligned job structure.



Model Internal Equity

Identify pay differences in your organization that are large enough to be statistically significant and can't be reasonably explained by other factors. Three different analyses determine if these differences can be reasonably explained by job related factors:

- *Pay gap assessment* that not only focuses on gender and race but also all dimensions and variables that could influence pay
- *Multiple linear regression* to identify areas where pay disparities exist
- *Cohort analyses* to determine if there are legitimate factors to explain pay differences and whether pay adjustments are needed

After these analyses, you can model various potential remediation adjustments and rerun the multiple linear regressions to measure their impact.

Attorney/Client Privilege

Designed for legally defensible pay equity audits, our platform supports attorney-client privilege by enabling collaboration with your legal counsel and maintaining a confidential system of record for analyses and outcomes.



Benchmark External Competitiveness

Market price all your jobs to determine their external value or worth based on the current compensation levels for comparable benchmark jobs in the market by accessing CompAnalyst® Market Data – the industry's largest and most reliable HR-reported source of up-to-date compensation market data.

Communicate Transparently

Develop an effective communication plan relating to your pay equity review and develop consistent messaging with visual reports to effectively manage employee and stakeholder expectations, making sure to minimize risk and disruption.

Update Continuously

The work doesn't end with your initial pay equity analysis; it is only beginning. We help you create a sustainable pay equity practice that you can update with job content, structures, and other key areas whenever there's a new employee hired, a performance review, a termination or other key events that would affect overall compensation.



Get Pay Right® Today

Get pay right, build trust with employees, and win the war on talent with the industry's only true end-to-end pay equity solution.

[Learn more at Salary.com](https://www.salary.com)