

# 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

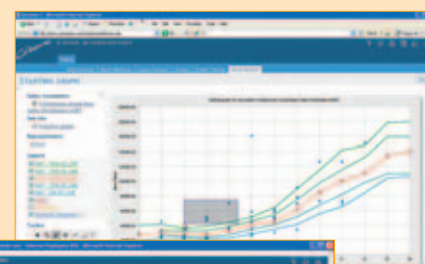
Salary analysis can be configured to meet the needs of organisations of any size. It can be deployed as a customer-hosted or vendor-hosted solution.

## Improve your productivity

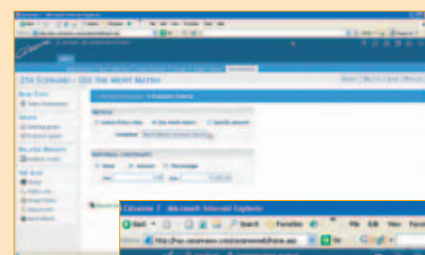
The easy-to-use interface has been designed to make salary analysis and modelling efficient and painless. It removes the need for complex code writing or in-depth knowledge of spreadsheets – yet is sophisticated enough to tackle the most complex analysis requirements.



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 merit matrix table, showing performance ratings and corresponding salary adjustments.

PERF	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
7	0.00	0.25	0.50	0.75	1.00
8	0.00	0.25	0.50	0.75	1.00
9	0.00	0.25	0.50	0.75	1.00
10	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



## Salary Analysis capabilities

### **HRM Software:** *a step ahead of the rest*

#### **HRM Software has been offering excellence in Human Resource software solutions since 1986.**

In February 2006, HRM Software and Cezanne Software signed an agreement to merge. Together we are a company with more than 500 large and mid-sized customers in over 20 countries, and with a network of partners across Europe, US, Latin America, Australia and part of Asia.

We thrive on developing new ideas to meet new challenges. Working in partnership with leading HR practitioners, we build innovative software solutions that address real business requirements

Our focus is on going beyond customer expectations to deliver the best in flexible, reliable and user-friendly software solutions. We create systems from the ground up that are designed to attract, manage, motivate and develop a company's single most important asset – its people.

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#### **Manage data from multiple systems**

- Import and consolidate information from multiple sources, including personnel systems, payroll, performance management applications and third party market surveys
- Manage any kind of comp item related to your employees
- Map market data to internal values (for example grades to jobs) and save for future re-use
- Store a virtually unlimited number of market surveys, enabling easy re-use
- Adapt market survey data to reflect regional or other differences
- Import practically any survey data

#### **Review existing salary structures**

- Display salary information graphically
- Identify employees awarded above or below your policy norms
- Assess pay equity based on different factors, gender, ethnicity, business line, job family, grade, competencies, etc
- Review information at individual, group or company-wide level
- Sub-group individuals based on role, position, location, organisation, etc

#### **Model alternative salary policies**

- Model different pay scenarios quickly, and see the financial impact of different choices
- Develop scenarios using a variety of pay progression approaches, including policy lines, merit matrices or specific percentages or amounts
- Use an existing salary scenario as a start point to model additional options
- Apply adjustments on a company-wide basis, or focus on specific groups with shared characteristics to enable multiple factors to be taken into account (position, grade, competencies, seniority...)
- "Move" target policy line for select groups to enable multiple factors to be taken into account (position, grade, competencies...)

- Relate pay to performance based on your own merit matrices or compa ratios
- Set constraints to control minimum and maximum increases for each employee
- Accurately predict overall compensation costs

#### **Manage data graphically**

- See relative compensation, along with multiple charting lines (including regression line, policy line and multiple market lines)
- Graphically select groups or individuals for analysis
- Hide, join or drag lines to explore different scenarios
- Zoom in on data, or click through to detail
- Isolate regional or industry-specific comparisons

#### **Powerful reporting**

- Integrates with Business Objects for standard and ad hoc reporting
- Offers flexible reporting options
- Allows one-click export to MS Excel for further manipulation of data

#### **General system features**

- Web-based architecture
- Intuitive graphical interface
- Imports data from a wide range of third party data sources
- Supports Oracle and Microsoft SQL server databases