

BENCHMARKING

COMPENSATION BENCHMARKING IS THE PROCESS OF MATCHING INTERNAL JOB DESCRIPTIONS TO VALIDATED SALARY SURVEY JOBS TO IDENTIFY THE MARKET PAY RATE FOR EACH POSITION

WHY BENCHMARKING IS ESSENTIAL:



- Gives you a solid understanding of the external value of each position
- Guides your pay decision-making including hiring, promotions, internal equity salary adjustments, and annual budget planning
- Shows you are proactive and are monitoring the competitive landscape
- Provides an understanding of how your pay practices align with your compensation philosophy
- Provides a framework to establish and maintain equitable and competitive pay

DO

1. Get buy-in from senior leadership
2. Start with a compensation or total rewards philosophy as your foundation
3. Use at least 3 reputable, published salary surveys



DON'T

1. Match jobs based on title alone; look at the scope, responsibilities, and requirements
2. Pull the wrong survey scopes
3. Use crowdsourced data that has not been validated



CLIENT STORY

Situation: A large employer contacted us to benchmark a few random jobs. As it turns out, they had no comprehensive plan for benchmarking all their positions, and their job descriptions were unorganized, with many not current.

Solution: We worked closely with them to gather and consolidate all their job documentation and then leveraged our survey library to benchmark all 200 positions. We then built geographically relevant salary ranges for them to implement for hiring, promotion, and adjustment decisions.

WHY HIRE US?

We have a fully-licensed survey library covering the U.S. and subject matter experts to help you navigate the nuances of completing a benchmarking analysis. We build market-based pay ranges to set you up for the next step: administering pay



CompensationWorks