PayScale Data & Methodology

PayScale's methodology leverages employee submitted data and a proprietary algorithm giving organizations the ability to benchmark their positions based on fresh market data.

PayScale has the world's largest salary database allowing organizations to use big data to tackle compensation in a modern, business focused way.

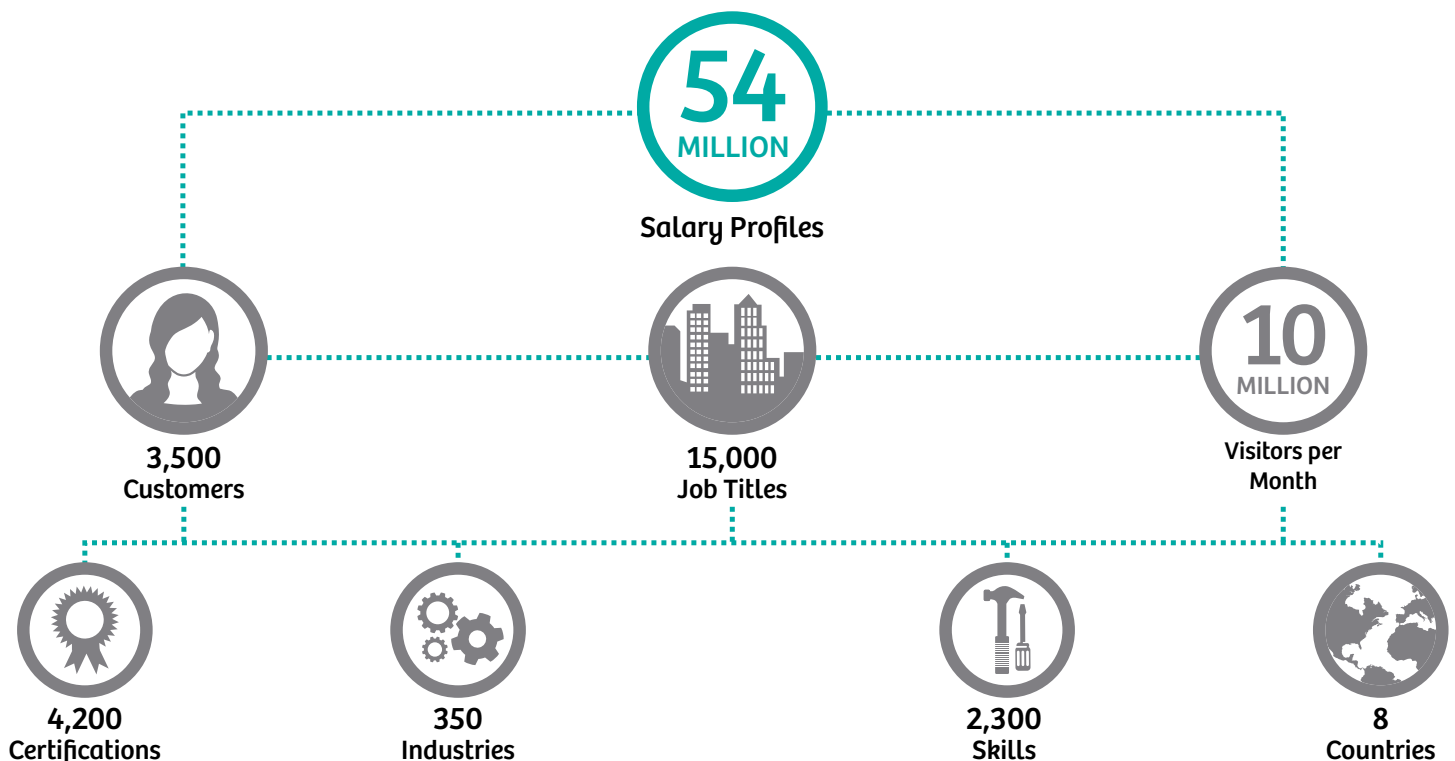## Fresh Data from the Largest Salary Database in the World

With 54M salary profiles and 15K job titles PayScale provides frictionless access to data in just a few clicks.

Benchmarking Made Easy

Jobs are unique and constantly evolving. PayScale prices positions based on the compensable factors that truly reflect your job, not generalizations made by traditional surveys.
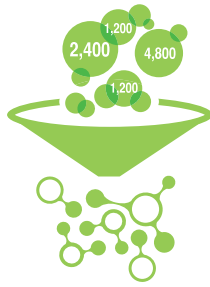
Have Confidence in your Pay Decisions

In today's market, it's becoming increasingly difficult to benchmark positions the way we used to. PayScale arms you with the data to defend and explain your compensation decisions.

54 MILLION
Salary Profiles

3,500
Customers

15,000
Job Titles

10 MILLION
Visitors per Month

4,200
Certifications

350
Industries

2,300
Skills

8
Countries

The Process

Collect · · · · **Validate** · · · · **Augment and Analyze** · · · · **Match and Deliver**

1 Collect

- ✦ PayScale leverages employee submitted data bringing in 10M monthly visitors and 300K completed surveys through the Internet.
- ✦ Visitors come to our site looking to understand their price in the market. They have an intrinsic motivation to not only complete our online salary survey but also to give us honest answers.
- ✦ We partner with serveral organizations including Forbes, the Wall Street Journal, and Foturne who use our data in their reporting.

2 Validate

- ✦ Our approach is led by a team of data scientists and a combination of machine learning and human validation process.
- ✦ 25 hard coded validation points that could trigger criteria for review, ensuring only the highest quality data makes it through.
- ✦ Weed out the outliers and multiple submissions.
- ✦ Defend against attempts to "stuff the ballot box" by automatically detecting and rejecting questionable data.

3 Augment & Analyze

- ✦ Standardize data and compare data, making sure we are matching to the right jobs. You say computer programmer, I say software developer.
- ✦ Match to industry hierarchies, transcribing data to employer standards.
- ✦ We constantly analyze and model our data with many recognized data sources including those reported by the Bureau of Labor & Statistics, the Census, and other economic indicators.
- ✦ Our propriety algorithm ensures the consistency and accuracy of every data point used in our compensation models.

4 Match and Deliver

- ✦ MarketMatch™ algorithm is kind of like online dating: we look at the potential compensable factors and the relationships between those factors when finding the ideal matches for positions.
- ✦ We align your positions to a labor market allowing you see how your pay compares to who you are competing with for talent, not just your business competitors.
- ✦ We are able to price positions and competitive scenarios that other compensation approaches cannot.