

MAKING DATA WORK FOR PAY EQUITY ANALYSIS

*MarketPay helps Nestlé achieve their global commitment
to separate gender and pay*

ABOUT NESTLÉ USA



EMPLOYEES

47,737



INDUSTRY

Food Processing



REGION

Global, USA Headquarters
in Arlington, VA



PRODUCT

MarketPay

Nestlé is the world's leading Nutrition, Health and Wellness company. They are located in 34 U.S. states and employ more than 47,000 people in the U.S. alone. Nestlé's product portfolio is constantly evolving and includes a diverse mix within high-growth food, beverage and consumer health categories.

THE CHALLENGE

Making data driven decisions is of upmost importance for Nestle. However, making the market data work for them and their needs has been a challenge. "Reporting for us is one of the largest things we are always asked for. We are trying to make good sound decisions based on data analytics and really guide the business through that", says Chris Lacey, Compensation Consultant at Nestle USA.

"It is not easy to come up with all these different graphs, charts, and reports to share with the leadership teams. That's one of the largest challenges as we continue to build out. Our MarketPay platform is helping us in a positive way".

WHY PAYSACLE?

- The freshest and most accurate pay data on the market
- Integration with HRIS
- Advanced reporting with Tableau analytics dashboards
- A strategic partner to achieve HR goals

WHY NESTLÉ LOVES MARKETPAY:

- Customizable multivariate regression analysis on pay equity
- Analytics dashboard for how gender affects pay
- Easy to refresh with up-to-date employee data
- Easy to report and share with stakeholders and leadership
- Saved time for strategic activities
- Nestle uses MarketPay to manage 53 surveys across 16 vendors

THE SOLUTION: PAYSCALE

The Tableau analytics dashboards have changed the landscape for Lacey and his team. Reports are now easy to refresh, download and share with leadership teams. Lacey recalls that before “we did a lot by hand, we did regression analysis in excel and worked with our analytics team to come up with a really good platform to do that. However, it [was] not easily refreshable.”

“When MarketPay came to us with the chance to be in the beta group for the equity analysis, we immediately signed up for it. Once we saw the process, it was easily refreshable based on our employee data, and we could – in an instant – get to an analysis that we could get into and not have to recreate the wheel every time.”

THE RESULTS

PayScale helps organizations achieve their goals. In 2018, Nestle made a global commitment to separate gender and pay. “We are going to be a pay neutral company. As part of that, we’ve done tons and tons of analysis on pay and how gender is affecting pay. Knowing that that’s an every year commitment we’ve made, we have to make sure that we have a tool that is easily refreshable to look at the analytics behind how gender is impacting pay.” MarketPay is that tool for Nestle, and PayScale is that partner.

“We have been working on a lot of the tableau analytics dashboards that for us is super easy to refresh and download and share those with our leadership teams.”

– Chris Lacey, Compensation Consultant, Nestle USA

BRING PAY FORWARD: ABOUT PAYSACLE

DATA:

Disrupting the industry by taking creativity with data to new levels.

SOFTWARE:

The innovation never ends. Smart software using the latest technology and machine learning.

SERVICE:

Creators of the only modern compensation event, Compference, a dedicated customer community, Comptopia, and customer service you can rely on.

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