

From manual to mastery: How a global biopharmaceutical company transformed compensation management

Industry

Biopharmaceuticals

Employees

50,000+

Location

Global



Payscale Info

Marketpay

Overview

A Fortune 100 biopharmaceutical company transformed its global compensation practices with Payscale Marketpay, moving beyond the limitations of labor-intensive and error-prone spreadsheets to gain true confidence in its compensation programs. The result? A significant reduction in administrative compensation tasks. More importantly, the company gained the clarity and control needed to make data-driven, defensible pay decisions which brought consistency, transparency, and trust to its global workforce.



“When evaluating vendors, we weren’t just looking for a solution to fix our immediate processes—we needed a long-term partner that could support our future needs, including predictive analytics, reporting, and advanced capabilities. Payscale stood out as that partner. Marketpay gives us the data we need to tell a clear, compelling story and back up our salary decisions with confidence. It’s been a game-changer in how we approach critical pieces in support of our compensation strategy.”

Director of Compensation



Results

Faster, confident decisions: Automation and reliable data replaced guesswork, speeding up comp decisions and giving HR leaders confidence in every conversation.

Weeks reclaimed: Automating participation in 200+ surveys saved significant time—freeing the team to focus on strategic initiatives instead of admin work.

Earned trust across the business: Transparent, data-backed reporting gave leaders and managers confidence in pay decisions, reinforcing comp as a trusted, credible function.

Global alignment, simplified: With one centralized platform and expert support, compensation became consistent and defensible across roles, countries, and business units.

Challenges

For a company with operations across multiple continents, managing an annual benchmarking review of pay ranges introduced uncertainty. The team relied on manual spreadsheets, which made the setting of pay ranges time-consuming, difficult to explain, and challenging to scale. Without a centralized platform, market data was decentralized, increasing the risk of errors and misalignment. Ensuring consistent market pricing or providing a clear picture of global compensation trends became more difficult.

Another significant challenge was survey participation. The team completed over 200 compensation surveys each year worldwide, a cumbersome and manual process that took months and limited the time available for other important activities. Without a streamlined participation process, it was hard to ensure the accuracy and consistency of data submission to various providers and expedite the submissions.

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“Compensation used to feel like a guessing game. Now we drive strategy with clear, data-backed insights—thanks to Marketpay.”

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Director of Compensation

Solutions

Marketpay helped the company move from uncertainty to clarity. With robust market pricing capabilities, the team could align pay structures globally, respond to shifting market trends, and create a more consistent, defensible compensation philosophy across countries and roles.

Automating key pieces of the survey participation process for over 200 surveys reduced errors and saved weeks of time, enabling the team to focus on strategic tasks. Participation became reliable and less stressful.

Marketpay's reporting tools converted complex data into actionable insights, enhancing the visibility and credibility of the compensation function. With better workflows and greater access to relevant data, HR leaders could better explain why decisions were made and not just what decisions were made. The platform gave them the confidence to engage in transparent and credible conversations with leadership, hiring managers, and employees alike.

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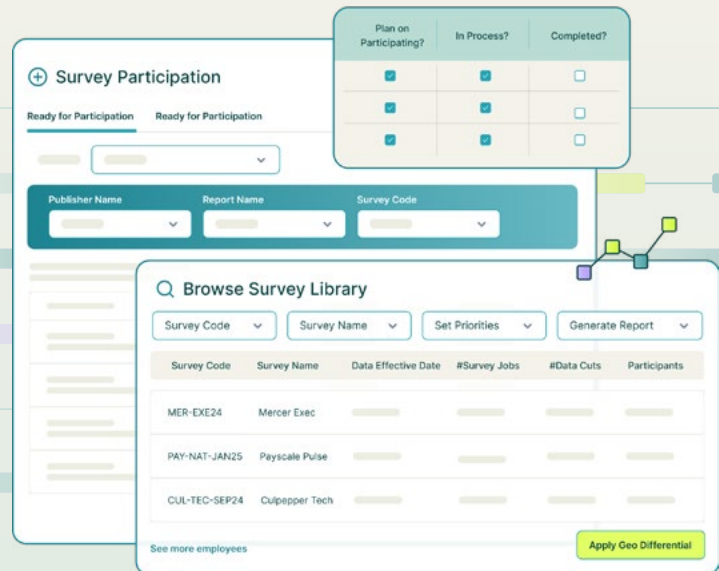
“Marketpay freed our team from manual work and elevated compensation to a strategic seat at the table.”

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Director of Compensation

Look ahead

With Marketpay firmly embedded in its compensation processes, the company is poised to continue building on its momentum. New enhancements like AI-powered job matching and smarter survey automation offer even more opportunities to streamline workflows and strengthen pay transparency. Marketpay gave this global leader more than just a tool—it gave them confidence to lead the future of compensation.



Take the tour, start the transformation

Our suite of products has equipped thousands of companies to transform their compensation strategies. In the process, Payscale products have saved our customers thousands of hours annually while empowering their teams to hire and retain the best talent.

[Learn more about Marketpay](#)

About Payscale

Payscale is the original compensation innovator for organizations who want to scale their business with pay and transform their largest investment into their greatest advantage. With decades of innovation in sourcing reputable data and developing AI-powered tools, Payscale delivers actionable insights that turn pay from a cost to a catalyst. Its suite of solutions — Payfactors, Marketpay, and Paycycle — empower 65% of the top companies in the U.S. and businesses like Panasonic, ZoomInfo, Chipotle, AccentCare, University of Washington, American Airlines, and TJX Companies.

Create confidence in your compensation. Payscale. To learn more, visit www.payscale.com.

