

How Payscale helps Integer Holdings' Global Compensation team move at the speed of business



Company

Integer Holdings

Industry

Medical Device Design
& Manufacturing

Employees

Approximately 9,000
employees

Headquarters

Plano, Texas
Operations in 10 countries

Payscale Products

Payfactors
Data
Peer
Survey Management

Situation and challenge

In many ways, Integer Holdings' business is a matter of life and death. This 80-year-old company is a world leader in advanced medical design and manufacturing, providing the medical devices, components, and batteries that hospitals, doctors, and patients rely on every day.

With a footprint that spans 10 countries, four continents, and an approximately 9,000-person employee base, its compensation management has to be handled with surgical precision as well, to keep the operation going strong. The global "Great Reshuffling" post-COVID brought additional emphasis to ensuring Integer's pay-for-performance compensation plan remained competitive — particularly in its vital manufacturing operations.

To align with recent trends, the compensation team began conducting an extensive, site-by-site global pay analysis of each position in every company location. They needed fast access to accurate, real-time market data about hundreds of job specialties to quickly ensure each range was in line with the current environment.

How did Integer's compensation team accomplish all these objectives — and more? With a combination of their experience, commitment, and a little help from their Payscale solutions.

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“Our biggest challenge as compensation specialists is moving at the speed of business. When it comes to people's pay, you have to get it right. And to stay competitive—particularly today—you have to get it in place right away. Payscale gives us current, real-time market data and a streamlined way to access the information we need for analysis and validation.”

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Kari Lavin

Compensation Manager | Integer Holdings

Solution and outcome

With Payscale, the compensation team has a centralized source for all market pricing. That means they can look at global pay practices in a holistic way for more efficient analysis and reporting.

When pricing a job, they go into “Pricing Projects” to find the project with that particular job listing. When looking for something specific to a job, they go to the “Job” tab. The timely data aids in the analysis process.

Also, once the Integer team loads their employee data into Payscale, the system is able to deliver information on who has that job today, what their pay is, and related reporting. Having everything in one place allows Integer’s compensation team to validate their market ranges and generate reports to show how they arrived at those ranges.

The fact that Payscale integrates with Integer’s HRIS saves time as well because the information flows from one system to another – there’s no need to manually transfer.

Benefits & results

- Provides a centralized repository of job descriptions, notes, and data for a global view of pay practices.
- Saves hours of rekeying with HRIS integration.
- Supports market pricing for multiple countries.
- Enables compensation strategies to align with current market conditions using real-time pricing data.
- Frees compensation team to focus on higher-level work.

About Payscale

Payscale stands at the forefront of compensation data technology, pioneering an innovative approach that harnesses advanced AI and the most up-to-date and reliable market data to align employee and employer expectations. With its suite of solutions—Payfactors, Marketpay, and Paycycle—Payscale empowers 65% of Fortune 500 companies to make strategic compensation decisions. Organizations like Panasonic, ZoomInfo, Chipotle, AccentCare, University of Washington, American Airlines, and PetSmart rely on its unique combination of actionable data and insights, experienced compensation services, and scalable software to drive business success. By partnering with Payscale, businesses make confident compensation decisions that fuel growth and build value for both their organization and their people.

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

