

MISSION

ELEVATING COMPENSATION STRATEGY AND INCREASING THE ABILITY TO ATTRACT TOP TALENT

PayScale Helps Mission Make More Accurate, Competitive Compensation Decisions With a Transition From Insight to Insight Lab



EMPLOYEES: 350



INDUSTRY: Agriculture



REGION: Global



PRODUCT: PayScale Insight Lab

ABOUT MISSION PRODUCE INC.

Over the past 35 years, Mission Produce Inc. has become recognized as the leader in the worldwide avocado business. The company owns and operates state-of-the-art avocado packing facilities in multiple global locations including California, Mexico and Peru. In addition, the company's global distribution network includes 14 ripening and distribution centers in North America, China and Europe.

THE CHALLENGE

In 2015, Mission implemented PayScale Insight to both create and support a consistent, structured compensation strategy—one that would scale with the company's rapid growth and help attract and retain talent.

With Insight, the company was also able to address long-standing gender pay inequities, increase transparency and enable Mission's small multi-functional HR team to manage increasing compensation responsibilities without hiring additional staff.

However, by 2019, the reality of both the skill shortage and increasing competition for talent made Mission's HR team realize they needed to do even more to maintain status as an employer of choice. Moving to PayScale Insight Lab—the evolution of Insight—would give Mission's HRIS analyst, Sophia Hernandez, access to even more powerful compensation tools in a simpler, easier-to-use platform.

WHY SWITCH TO INSIGHT LAB?

“The functionality in Insight Lab is so robust and it’s so easy to use.”

— Sophia Hernandez, HRIS analyst, Mission Produce

For Hernandez, moving from Insight to Insight Lab has enabled Mission to create a compensation strategy that can help the company be more agile in the face of the growing skill shortage and increased competition for talent. And yet because Insight Lab is even easier to use, Hernandez spends less time on routine compensation tasks, leaving her and HR free to focus on strategy and business outcomes. “The functionality in Insight Lab is so robust and it’s so easy to use. It’s easy to keep information up to date. And PayScale provides templates and the customer service we need.”

FROM INSIGHT TO INSIGHT LAB

With Insight Lab, Hernandez now has access to all the capabilities of Insight, plus survey management, Job Collaboration, and PayScale Team. “In simply switching from Insight to Insight Lab, we gained a more powerful platform without the need to retrain anyone, and we still have access to PayScale’s crowdsourced data and great customer care team—a team that has always made themselves available after hours, on the weekends and even the holidays.”

According to Hernandez, Insight Lab provides her exactly what she needs to manage compensation effectively and efficiently. “I’d never done compensation before working at Mission, but Insight Lab is so easy to use that I feel we’re set up for success. I really like the simplicity of the dashboard and the way that it’s organized. The product is so intuitive. And I love having all the information at hand.”

THE RESULTS – INSIGHT LAB

IMPROVED EMPLOYEE VISIBILITY INTO CAREER AND COMPENSATION GROWTH

Increased visibility into compensation has increased trust between managers and employees and improved employee motivation. “With Insight Lab, our employees have a broader view of their growth opportunity. Managers are free to share more data with employees, because Insight Lab gives us access to even more sources and makes data easily sharable,” said Hernandez. “Our employees always know where they fall in the pay range—and they understand we’re basing our decisions on data, not guesswork. They’re confident that we’re giving them the best possible salary.”

FASTER, MORE ACCURATE DECISIONS BY USING A COMPENSATION TOOL THAT LEARNS OVER TIME

Insight Lab’s ability to learn over time through machine learning not only saves HR time effort but ensures Mission’s compensation strategy can grow and change more organically, based on Mission’s unique needs and history. “This helps us make compensation decisions that are right for us, decisions that automatically fit our strategy and goals. We’re also able to make these decisions faster and more accurately.”

INCREASED ACCESS TO DATA SOURCES

With Insight Lab, Sophia and her team have access to more types of data, including quarterly updated employee- and employer-sourced data. Insight Lab also automatically organizes this data and recommends which sources to use to reduce uncertainty and save time.

ENABLED COMPETITOR SALARY COMPARISONS AND TRUE COMPENSATION TRANSPARENCY

The enhanced compensation data available in Insight Lab ensures Mission knows what it takes to be competitive within more than 14 markets. “We have to make sure we are staying on top of the market to pay our employees to attract and keep great talent. Using Insight Lab, we’re able to show all our managers where they stand on salary and how our compensation compares to our competitors’.”

ENGAGED MANAGERS IN COMPENSATION DECISIONS

Insight Lab customers have access to PayScale Team, which enables managers to be involved in the compensation process. With Insight Lab, compensation is no longer an annual event but a standard business practice, one that managers can participate in every day. “Our company is moving so quickly. We use Team to make it easier and faster for managers to collaborate with HR and provide input on increases,” said Hernandez. “Instead of having to share a spreadsheet or send hundreds of emails back and forth, everyone just goes to the Team page. Managers feel more empowered, and we know we’re getting a more complete picture of each employee.”

AUTOMATED INCREASE CYCLES

Hernandez also relies on Team to streamline Mission’s increase cycles. “With Team, the process is automated and self-sustaining. I set up some configurations and didn’t have to do much else—no handholding. It’s now one less thing I have to worry about.”

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— Sophia Hernandez, HRIS analyst, Mission Produce

ABOUT PAYSACLE

PayScale offers modern compensation software and the most precise, real-time, data-driven insights for employees and employers alike. Thousands of organizations, from small businesses to Fortune 500 companies, use PayScale products to power pay decisions for millions of employees. For more information, please visit: www.payscale.com or follow PayScale on Twitter: <https://twitter.com/payscale>.