

# The journey to fair pay



**Make sustainable fair pay a reality by committing to build transparent and consistent pay practices.**

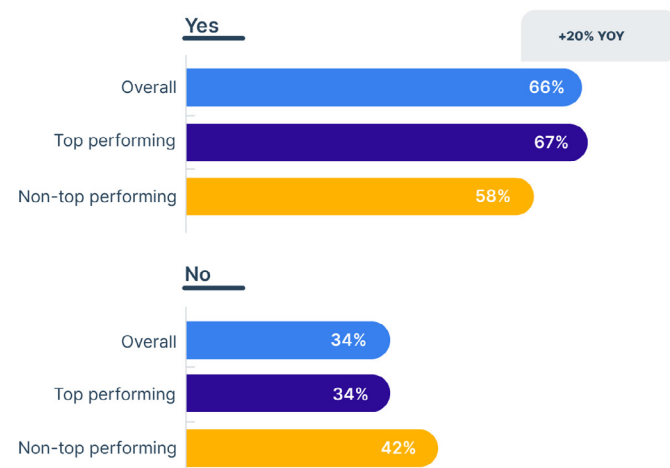
Is your organization looking to increase transparency, reduce bias, and ensure fair pay? With the drive for greater workplace equity, the issue of pay fairness has become a critical part of all conversations around pay. [Payscale's research supports the growing importance of pay fairness](#) and found that when employees don't feel they are paid fairly, they are more likely to leave.

Organizations are increasingly recognizing the strategic advantage a proactive stance on pay equity can deliver and are facing greater scrutiny about what they're doing for pay fairness. According to [Payscale's 2022 Compensation Best Practices Report](#), **66 percent** of organizations also said that pay equity analysis is a planned initiative in 2022 – an increase of **20 percent** from the previous year.

But without a formal pay structure or data-backed compensation rationale in place, this question can be difficult to answer. The reality is that to achieve pay equity you need to first build transparent and consistent pay practices. Our Compensation Best Practices Report revealed that only **61 percent** of organizations have pay ranges or grades for their job positions.

Even if a pay equity analysis isn't a goal currently for your organization, implementing fair pay practices is vital to attract and retain talent. More organizations are investing in compensation strategies, confirmed by the results of our Compensation Best Practices Report which revealed that **86 percent** of organizations said they either have a compensation strategy in place or are working on one – an increase of **10 percent** from last year, proving that more and more organizations understand the urgency of defining their pay strategy to avoid being left behind in the fierce competition for talent. And with the increase of pay transparency legislation coming into effect in 2022, it's more important than ever that you spend some time evaluating and standardizing your pay practices and philosophies.

**Is pay equity analysis a planned or current initiative at your organization?**





Payscale provides a combination of data-driven insights, best-in-class services, and innovative software that enables organizations to make fair and appropriate pay decisions. Payscale's mission is to make sustainable fair pay a reality within your organization by making it an integral part of everyday compensation management.

Payscale can support you on your journey to fair pay, no matter what stage you are at. Discover where you are on the journey and learn how Payscale can assist you at any stage.

## Market Data

Payscale has diverse and dynamic data sources that help you understand where competitive pay trends are going while adapting to today's challenging environment.

## Scalable Technology

Payscale offers a variety of tools to help organizations use market data to create pay ranges, pay structures, conduct pay equity analysis, and merit reviews, and communicate with employees.

## Experienced Services

The Payscale services team will work with you and use World at Work best practices to benchmark jobs and create pay ranges and structures.

## Make sustainable fair pay a reality



**Have confidence in fair pay decisions** without the administration of traditional survey participation.



**Ensure your pay structures are communicated effectively** and are sustainable going forward.



**Use technology to easily create and refresh pay structures** that continue evolving with the rapidly changing talent market.



**Establish appropriate governance** so that consistent compensation decisions are made.



**Accelerate your journey to fair pay and pay transparency** in a matter of weeks by leveraging Payscale's expertise.



**Achieve consistency throughout your compensation cycle**, remain competitive, and keep employee morale high by disclosing pay ranges.



**Uncover pay gaps in minutes**, understand the actions and cost for remediation, and build a sustainable approach to pay equity.



**Empower front line managers** to make data-driven compensation decisions by creating a collaborative compensation planning process.



**Gain direct access to the most up-to-date job descriptions** and connect these with your compensation strategy using AI.

Request a demo



## There are multiple stages in an organization's journey to fair pay.

Employers need to work across this spectrum to build transparent and consistent pay practices and work toward a sustainable approach to fair pay. Payscale has the market data, technology, and services to help organizations at any stage of the fair pay journey.

1

### Define Pay Philosophy and Fair Pay Goals

Identify how fair pay supports your organization's business strategy, competitive positioning, and values and commit to the fair pay journey.

2

### Externally Benchmark Jobs

Competitive positioning and bringing fair pay to market is a common starting point. Begin with market pricing internal jobs and basic job levelling.

3

### Level Jobs

Create fair and unified job structures by grouping jobs based on the authority, level of responsibility, and typical knowledge, skills, abilities, and experience afforded to each role.

4

### Create Pay Structures

Create internal pay ranges or pay grades to manage internal pay alignment and progression, then communicate these depending on your approach to pay transparency.

5

### Assess Pay Equity

Investigate your internal pay equity position on an uncontrolled and controlled basis, then understand and plan to mitigate any pay disparities.

6

### Build a Sustainable Approach to Fair Pay

Embed fair pay across your compensation cycle and make pay equity part of every pay decision. Continue to build ongoing pay conversations and transparency within your organization.

Payscale has data-driven insights, best-in-class services, and innovative software to help you at any stage of your journey.

## Data

Understand where the market is going while quickly adapting to the changing talent market of today with a variety of dynamic data sources:

## Technology

Establish consistent pay practices that create efficiency and are easy to maintain over time with:

## Services

Leverage Payscale's services and expertise to achieve successful compensation outcomes:

### Market Data

### Crowdsourced Data

### Peer Data

### Payfactors

### Pay Equity

### Compensation Planning

### Job Description Management

### Job Pricing

### Structure Modeling & Creation

### Strategy and Market Analysis

### Manager Best Practice Training



Payfactors has helped us to more easily realize where we have pay gaps and how we can align better to the market when pricing jobs. We are actively trying to be more consistent in pricing our jobs so that we are paying our employees a fair salary.

Sydney P.

Associate Compensation Analyst  
Smithfield Foods

**Learn how Payscale can support your organization at any stage of your journey to fair pay.**

Learn more



## About Payscale

As the industry leader in compensation management, Payscale is on a mission to help job seekers, employees and businesses get pay right, and make sustainable fair pay a reality. Empowering more than 53 percent of the Fortune 500 in 198 countries, Payscale provides a combination of data-driven insights, best-in-class services and innovative software to enable organizations such as Angel City Football Club, Perry Ellis International, United Healthcare, Vista and The Washington Post to make fair and appropriate pay decisions. To learn more, visit [payscale.com](https://payscale.com).