

235% ROI demonstrated through The Total Economic Impact™ of Payscale Compensation Management Solutions

In a dynamic labor market and an uncertain economy, organizations must ensure their pay structure is competitive to retain their productive workforce and recruit top talent.

Compensation teams need tools that help them benchmark jobs, analyze data, and communicate with their colleagues in a way that's not too time-consuming. To better understand the potential benefits, costs, and risks associated with an investment in Payscale compensation management solutions, Payscale commissioned Forrester Consulting to interview representatives from four organizations with experience using Payscale.

For the purposes of this study, Forrester aggregated the interviewees' experiences and combined the results into a single composite organization. The representative interviews and financial analysis found that a composite organization experienced an ROI of 235% over three years. This quantitative business impact was driven by reduced turnover and time savings. See below for highlights from key findings.

Employee management and recruiting cost savings of more than \$900,000 annually with reduced turnover.

Reduced time spent on compensation management activities, saving time and costs equal to one FTE.

Resources and operations costs totaling \$543,000 over the span of three years.

Payscale solutions costs totaling \$313,000 over the span of three years.

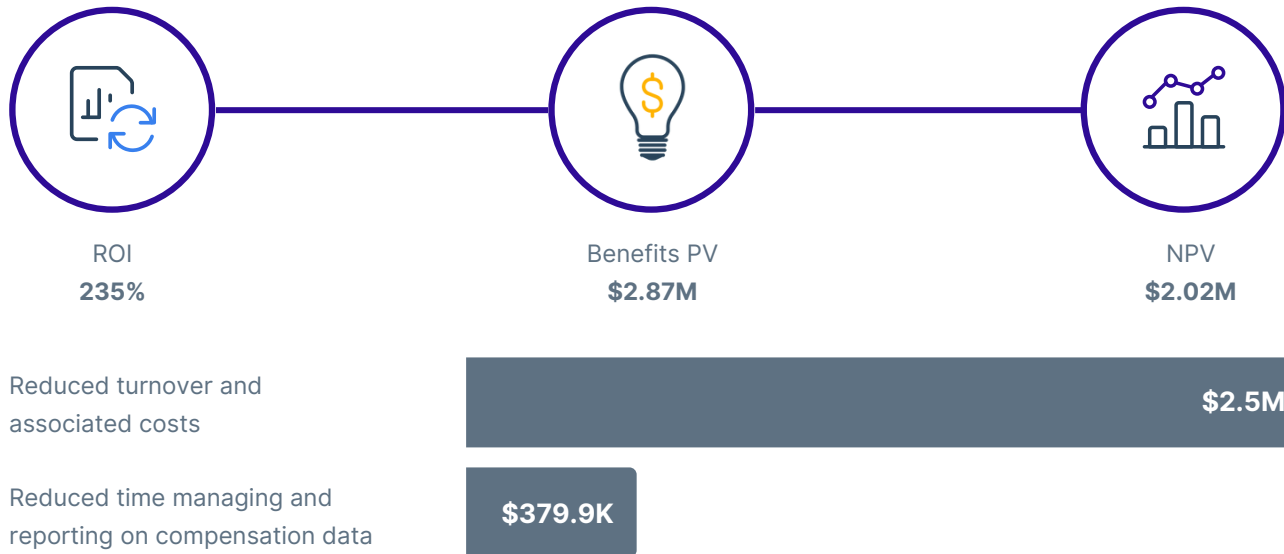


Interviewed customers of Payscale also remarked on the following benefits:

- Ability to quickly market-price any job at any point of time in the year
- Reduced manual labor and risk from analyzing pay data using spreadsheets
- Streamlined survey participation processes with templates and support from services
- Tools to identify employee groups that should be brought closer to midpoints
- Ability to dynamically and automatically update compensation structures and benchmarks

Payscale helped customers confidently keep up with current pay trends

The insights collected from customer interviews together with financial analysis found benefits for the composite organization of over \$2.87 million over three years. This includes cost savings of \$2.5 million from reduced turnover and \$380,000 from reduced time spent managing and reporting compensation data. The composite organization spent \$856,000 over three years on costs that include salary data and market adjustments, as well as a subscription to Payscale compensation software, implementation, and managed services. The benefits and efficiency gains of \$2.87 million minus the cost add up to a net present value (NPV) of \$2.02 million and an ROI of 235%



“ We now have reports that provide us with information on our competitiveness level in relation to the market. We’re able to **price jobs in a faster and easier** way than we would have without Payscale.

Manager of compensation analytics, financial services



Impactful gains with Payscale solutions

Download the full case study and analysis of benefits.

[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 makes sustainable fair pay a reality. Empowering 10,000 organizations, including 53% 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 and to make fair and appropriate pay decisions. Pay is powerful. To learn more, visit payscale.com.