

Creating consistency in compensation with global job leveling

Tuesday, January 25th

Today's Presenters



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VP, Compensation
Software



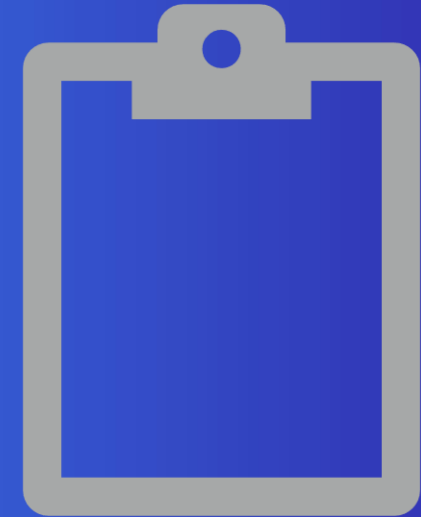
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Director, Insights and
Analytics



Kevin Smith
Compensation Solutions
Engineer

Today's Agenda

- Global Job System – what it is and why it matters
- Salary Survey data alignment
- Payscale technology approach to supporting global job systems
- Global Job Matching demo



What is a global job system?

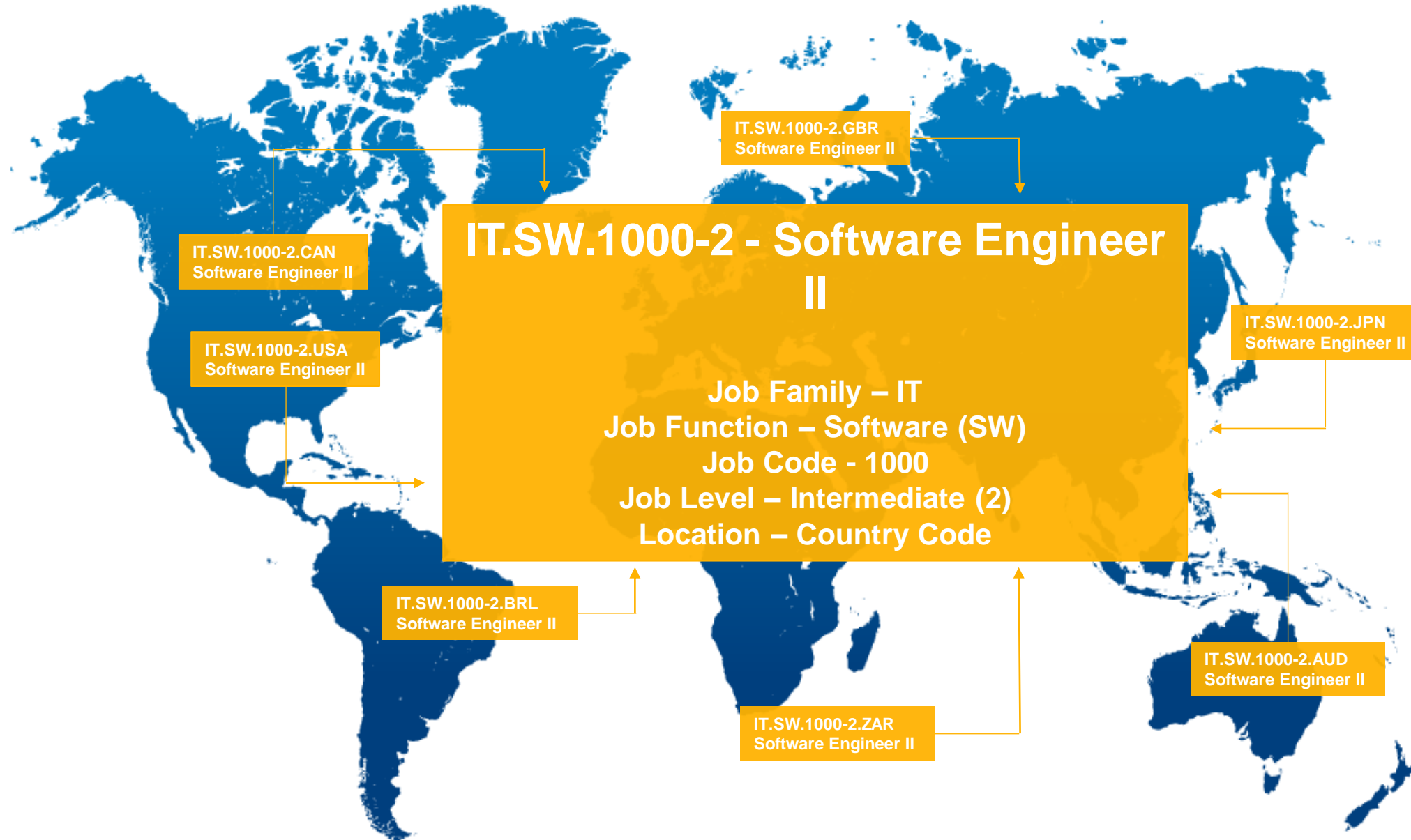
A **framework** used to organize a company's jobs across locations for the purpose of managing pay and opportunity.

- **Content** - what the jobs do
- **Architecture** - how the jobs are categorized
- **Level** - the relative value of the jobs
- **Pay** - how the jobs should be paid

Mid level Software Engineer job across locations



Becomes Software Engineer II



Poll: Are you currently using a global job system to manage your workforce?

- A. Yes!
- B. Not at this time
- C. Currently implementing
- D. Someday soon
- E. Not enough locations to warrant it
- F. I am not sure

Advantages of a global job system

Aligns jobs located in different regions/locations or across different lines of business

Serves as the foundation for consistent talent and reward programs in an evolving workplace

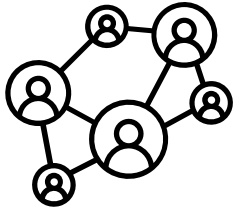
Enlists common language to communicate career pathways, job requirements and performance expectations

Supports a cost-efficient approach to reward program design and delivery as well as talent management

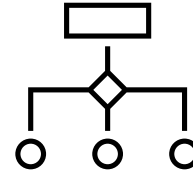
Provides a basis for delivering pay equity analysis and promoting internal equity

Facilitates consistent mapping of jobs to external survey data for the purpose of determining market value

Challenges using a global job system



One size does not necessarily fit all



Sometimes more is indeed better



You say potato I say potata!



Is there a market for that?

**How do salary surveys
align with a global job
system?**

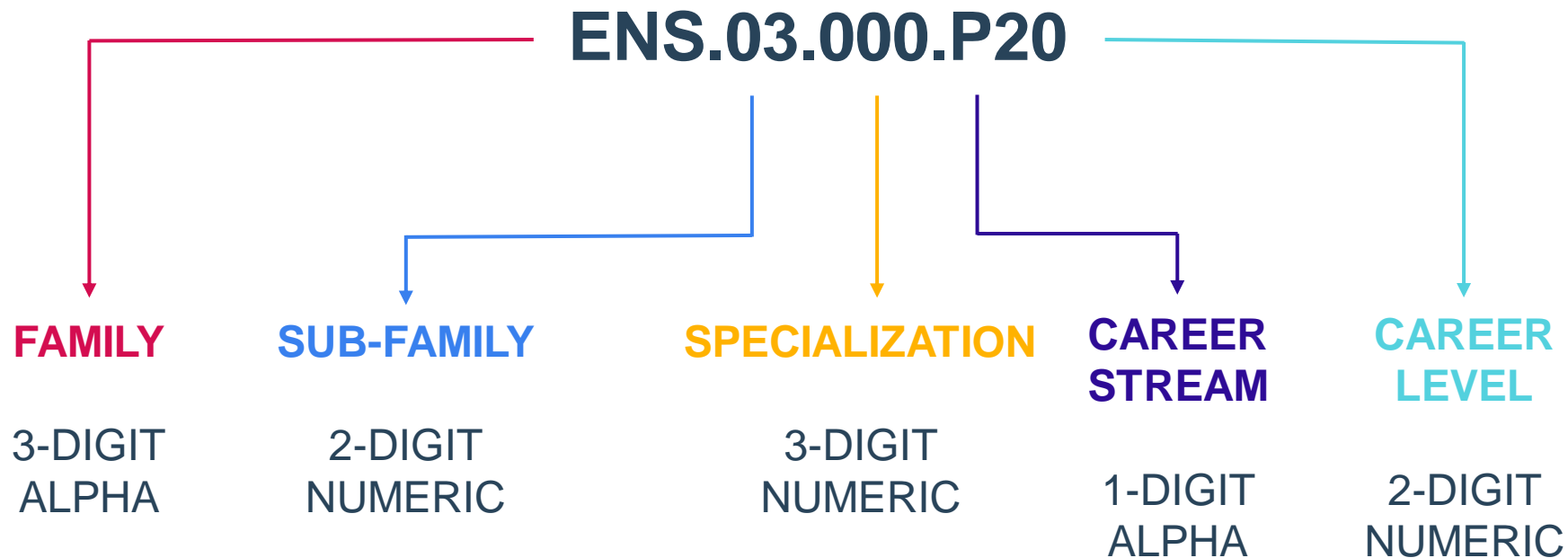
Variations in coding and leveling across markets

| US TRS Title | US TRS Code | US ERS/MBD Title | US ERS/MBD Code | APAC Title | APAC Code | LATAM Title | LATAM Code |
|-----------------------------|----------------------|--|----------------------|-----------------------------|----------------------|---|--|
| Head of Organization Tier 0 | 100. 000 .112 | Chief Executive Officer (CEO) Non-Chairman | 100. 000 .112 | Head of Organization Tier 0 | 100. 000 .112 | Head of Organization - Scope on Geographic Responsibility | 100. 100 .112 |
| Head of Organization Tier 1 | 100.0 10 .110 | Chief Executive Officer (CEO)/President Subsidiary | 100.0 12 .110 | Head of Organization Tier 1 | 100.0 10 .110 | Head of Organization - Scope on Geographic Responsibility | 100. 100 .112 |
| Head of Organization Tier 2 | 100.020. 110 | N/A | N/A | Head of Organization Tier 2 | 100.020. 110 | Head of Organization - Scope on Geographic Responsibility | 100.100. 112 |
| Head of Organization Tier 3 | 100.0 30 .110 | Top Division Executive | 100.0 14 .110 | Head of Organization Tier 3 | 100.0 30 .110 | General Manager or Head of Business Unit | 100. 100 .113 or 100.0 30 .132 |

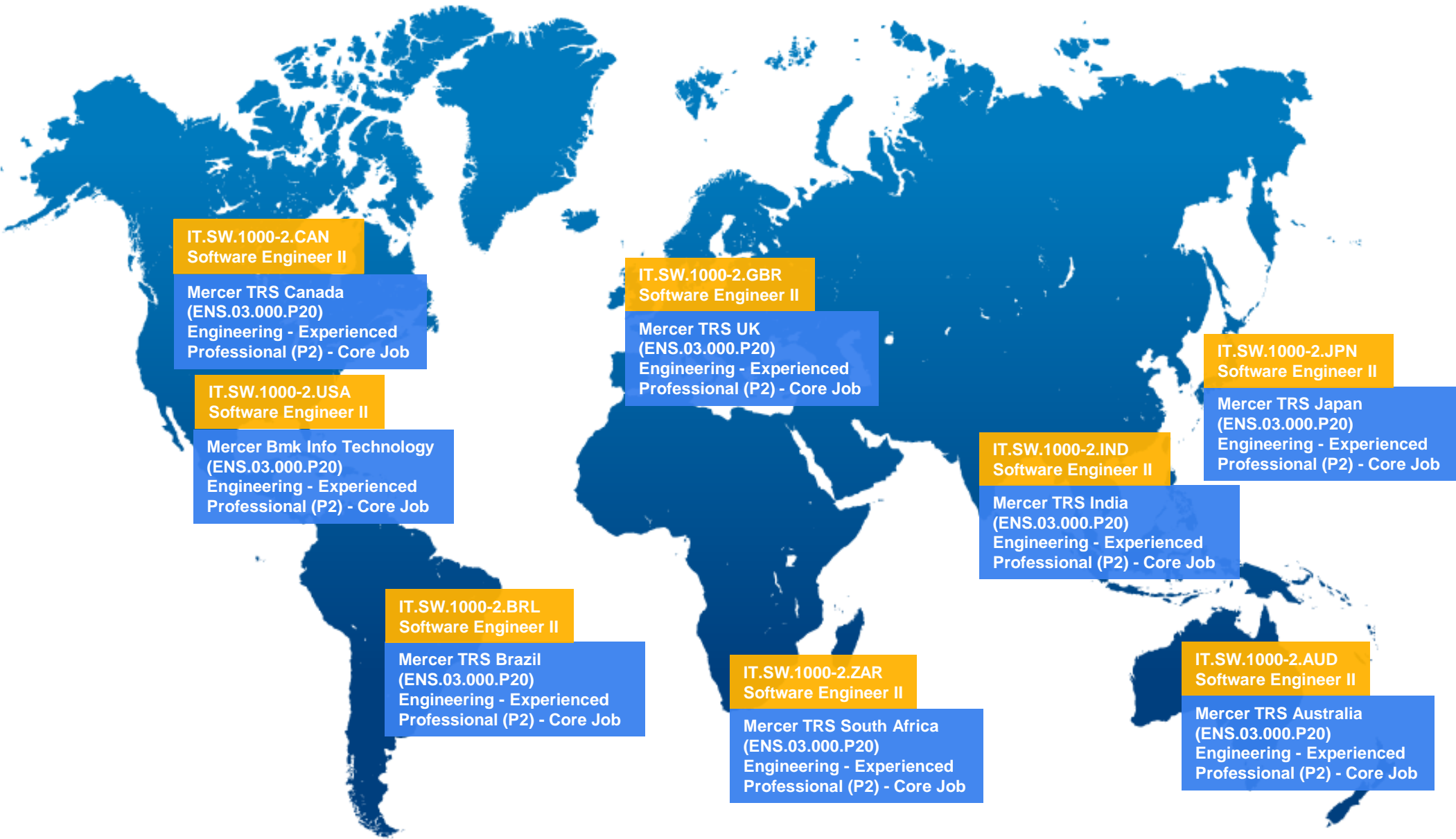
While they are universal, there were situations where codes do not map across countries/regions

Globally consistent smart job coding and leveling are becoming more prevalent across publishers

Engineering - Experienced Professional (P2) - Core Job



Survey data alignment – Mercer job library



**How does PayScale
technology support
consistency in global job
systems?**

Payscale technology approach to supporting global job systems

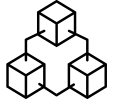
Goal: Make it easy for clients to apply their job pricing process globally

- ➡ **Consistent:** A Software Engineer II job in the US should have the same matches as a Software Engineer II job in the Philippines.
- ➡ **Rules-based:** I want to use a hierarchy of data cuts and survey job matches.
- ➡ **Bulk action:** Don't make me do this manually. Don't make me match my Software Engineer II job 20 times because we have the same job in 20 countries.
- ➡ **Sandbox environment:** Let me review the results in a temporary environment prior to making changes to my published pricings.
- ➡ **On demand:** I want to be able to do this on an as needed basis including when new survey data is available .

Global Job Matching

Made for organizations with complex comp structures, Global Job Matching is an evolution of the Market Pricing module that enables users to systematically bulk market price jobs across countries using pricing rules (match and data cut priorities).

What it does



Create matches in bulk: Instead of creating match upload files in Excel to price multiple jobs at once using Market Price A Job, let the product do the heavy lifting.



Propagate matches across countries: Users can store the survey job match hierarchy for one country and have the system apply those survey job matches to all other countries in their database.



Centralize all matches including roll-up survey data: Currently users have matches in two places: Market Price A Job and Survey Participation Center. This feature enables users to store their full match hierarchy “decision tree” from their participation match to a roll-up survey job code and incorporate it into their market pricing process to increase the percentage of jobs that are priced.



Augment annual migrations: The current survey migration links the current year matches to the more recent survey data without checking if data is now available for participation matches and/or better matches. Global Job Matching allows users to start with their ideal matches.



Support "sandbox" pricing: Global Job Matching gives users the ability to easily create up to 5 distinct pricing versions, compare them to the official pricing, and replace the official pricing with a version if desired. No more having to use ad-hoc pricing to model different pricing scenarios!

Global Job Matching Demo

Poll: What benefits of the new global job matching feature do you think are the most useful?

- A. Creating matches in bulk
- B. Propagate matches across countries
- C. Centralize all matches, including roll-up survey data
- D. Augment annual migrations
- E. Support “sandbox” pricing
- F. Other

“Rather than make global job leveling **simple** for Corporate and **complex** for locals, I would opt to make it easy for locals and a wee bit more complex for Corporate Compensation. Local management will have a structure they can understand, is culturally acceptable and is in sync with the local market. And if done correctly, Corporate management will get the **simplicity** they want.”

- Jacques Vilet from Compensation Cafe

Q&A

Feel free to ask any questions in the chat!



Thank you!

