

# What's New in MarketPay

## Today's Presenters:



**Kevin Coogan**

MarketPay Product  
Manager



**Sarah Walsh**

Solutions Consultant

# Today's Agenda

- Compensation Best Practices Report
- What's New
- What's coming?
- MarketPay Jobs by JDXpert



## By the numbers 2023

**9K** clients

**1.85T** combined salary value

**37%** total US workforce

**7.11M** incumbents in Peer

**52%** Fortune 500

**100M** employee reported salary profiles all time

**25M** jobs priced annually

**60M** website visitors/annum

**9.1K** surveyed jobs

**601K** job descriptions

**3.7K** company survey participants

**140** country coverage

**70K** Jobs matched by Payscale team

**3.3K** custom training, compensation, and benchmarking projects annually

**40+** industries

**1.8K** annual implementations

**21K** third-party surveys loaded annually

**1.6K** annual custom reports

In case you missed it...

# 2023 Compensation Best Practices Report

14th Annual

- ~5,000 responses
- Highest completion rate of any CBPR in recent history
- Represents more international responses, enterprise responses, and responses from executives than ever before



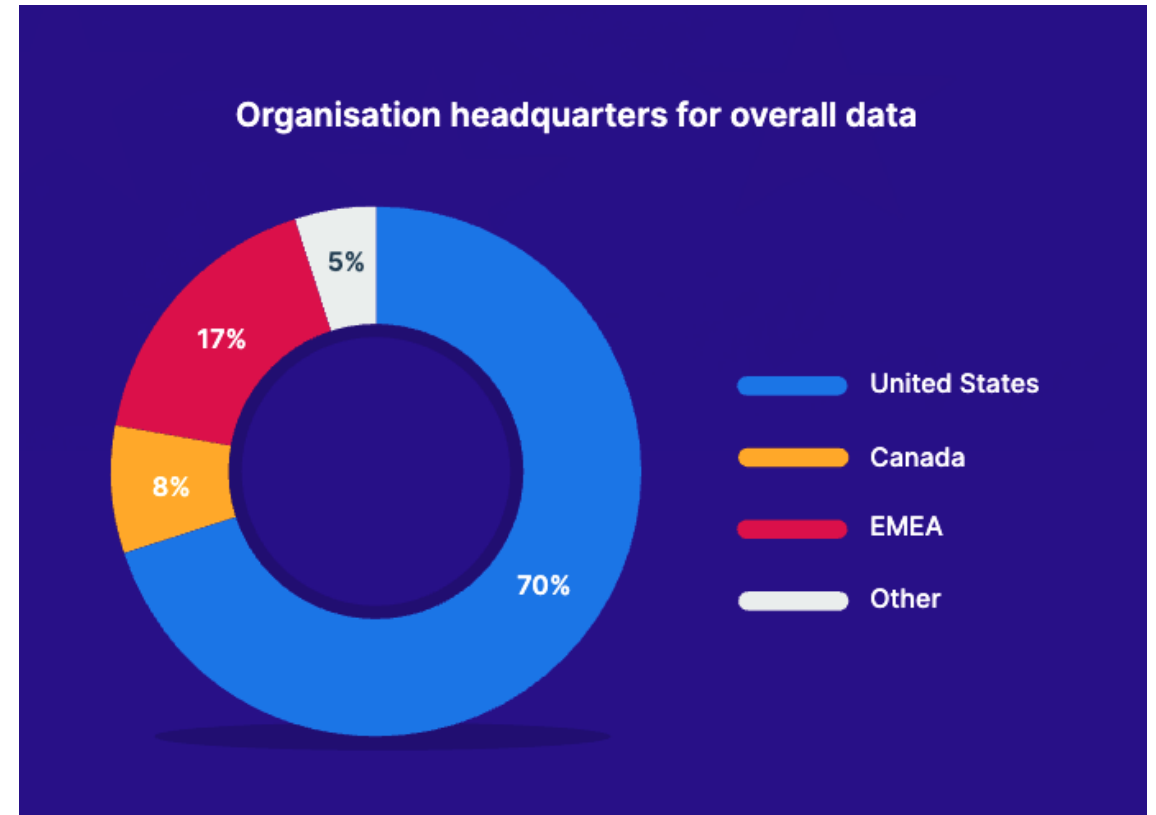
<https://www.payscale.com/research-and-insights/cbpr/>

In case you missed it...

# 2023 Compensation Best Practices Report:

## *Europe Edition*

- The Europe edition shares insights and data based on 806 survey responses from organizations headquartered in Europe
- Concentrations are notably strongest in France, Germany, and the United Kingdom



# What's New?

# What's New in Q2

Features and Performance Improvements

Global Job Matching

Marketplace Matches



# Features and Performance Improvements

# What's New in Q2

## Features and Performance Improvements

- Database Upgrade\*
  - Speed/stability improvement across MarketPay
- Tableau
  - High availability/stability
- Compensation Summary Report (CSR) Excel download option for slotted jobs
- Matches and Description Report – All
  - New participation center report

# What's New

## CSR Excel download option for slotted jobs

- Users can now download the Compensation Summary Report (CSR) as a Spreadsheet for slotted jobs

Position Compensation Summary of

10037 USA Controller

Last modified by Kevin Coogan on Nov 30, 2022

PDF Settings Configure Report Download

As PDF As Spreadsheet

**Internal Data**

Job Code	10037	Structure	National	Min	195.6
Job Code Key	USA	Grade	16	Mid	244.5
Job Title	Controller	Base Salary Amt Avg	368.0	Max	293.4
# of ees	1				

**Internal Job Description**

No Internal Job Description Uploaded

**Market Base Range**

10th 25th 50th 75th 90th

56.2 66.8 74.4 81.8 82.6

**Pricing Details**

Slotted Job Match	Aging	Adj	Geo	Wgt	Market Base Salary				Market Total Cash				
					25th	50th	Avg	75th	25th	50th	Avg	75th	

# What's New

## Matches and Description Report

– All

- New participation center report allows users to download all Matches and Descriptions for a survey, regardless of matches to the survey
- *Note: the previous version that only includes matched jobs is still available*

Quick Nav

USD \$

Profile

ONLY), 2023 (MER-DATACONNECTOR23)

Publisher website

Return to Survey List

Benchmark Year: ALL

Delete

Selected Matches

Undo Delete

Generate

Title	Job Code	Job Code Key	Job Title (# of incs)	Type of Match	Source Survey Code	Notes	Degree of Match
Administrative Assistant - Exper	10040	USA	Administrative Assistant (4)	market pricing	MER-HRM21		
Alumni Relations - Manager (M3)	30028	USA	Director of Alumni Relations (1)	market pricing	MER-HRM21		
Director of Communications & P	10622	USA	Director of Communications & P	market pricing	MER-SMC21	Adj: 1.1; Geo: 1.05; 10% premium added	
Teller I (16)	40100	USA	Teller I (16)	market pricing	MER-RB21		
Teller II (24)	40101	USA	Teller II (24)	market pricing	MER-RB21		
Cashier II (0)	80006	USA	Cashier II (0)	market pricing	MER-RET21		
Manager, Member Services (1)	40202	USA	Manager, Member Services (1)	market pricing	MER-RB21		
Member Services Specialist (8)	40200	USA	Member Services Specialist (8)	market pricing	MER-RB21		
Manager, Manufacturing Proces	60023	USA	Manager, Manufacturing Proces	market pricing	MER-MAN21		
Director, Manufacturing Process	60024	USA	Director, Manufacturing Process	market pricing	MER-MAN21		
Manufacturing Process Engineer	60020	USA	Manufacturing Process Engineer	market pricing	MER-MAN21		
Manufacturing Process Engineer	60021	USA	Manufacturing Process Engineer	market pricing	MER-MAN21		
Senior Manufacturing Process E	60022	USA	Senior Manufacturing Process E	market pricing	MER-MAN21		
Lead Electrical Maintenance Tec	60014	USA	Lead Electrical Maintenance Tec	market pricing	MER-MAN21		
Manager, Electrical Maintenance	60015	USA	Manager, Electrical Maintenance	market pricing	MER-MAN21		
Supervisor, Accounting (2)	10015	USA	Supervisor, Accounting (2)	market pricing	MER-FAL21		
Manager, Accounting (2)	10016	USA	Manager, Accounting (2)	market pricing	MER-FAL21		
Director, Accounting (1)	10017	USA	Director, Accounting (1)	market pricing	MER-FAL21		
Accountant II (14)	10008	USA	Accountant II (14)	market pricing	MER-MBC-NAT21		
Senior Accountant (15)	10009	USA	Senior Accountant (15)	market pricing	MER-FAL21		
Principal Accountant (5)	10010	USA	Principal Accountant (5)	market pricing	MER-FAL21		
Senior Accounting Associate (8)	10001	USA	Senior Accounting Associate (8)	market pricing	MER-FAL21		

Data Submission Report

Matches and Descriptions Report - Matched Only

Matches and Descriptions Report - All

Audit Trail Report

Multiple Jobs Matches Report

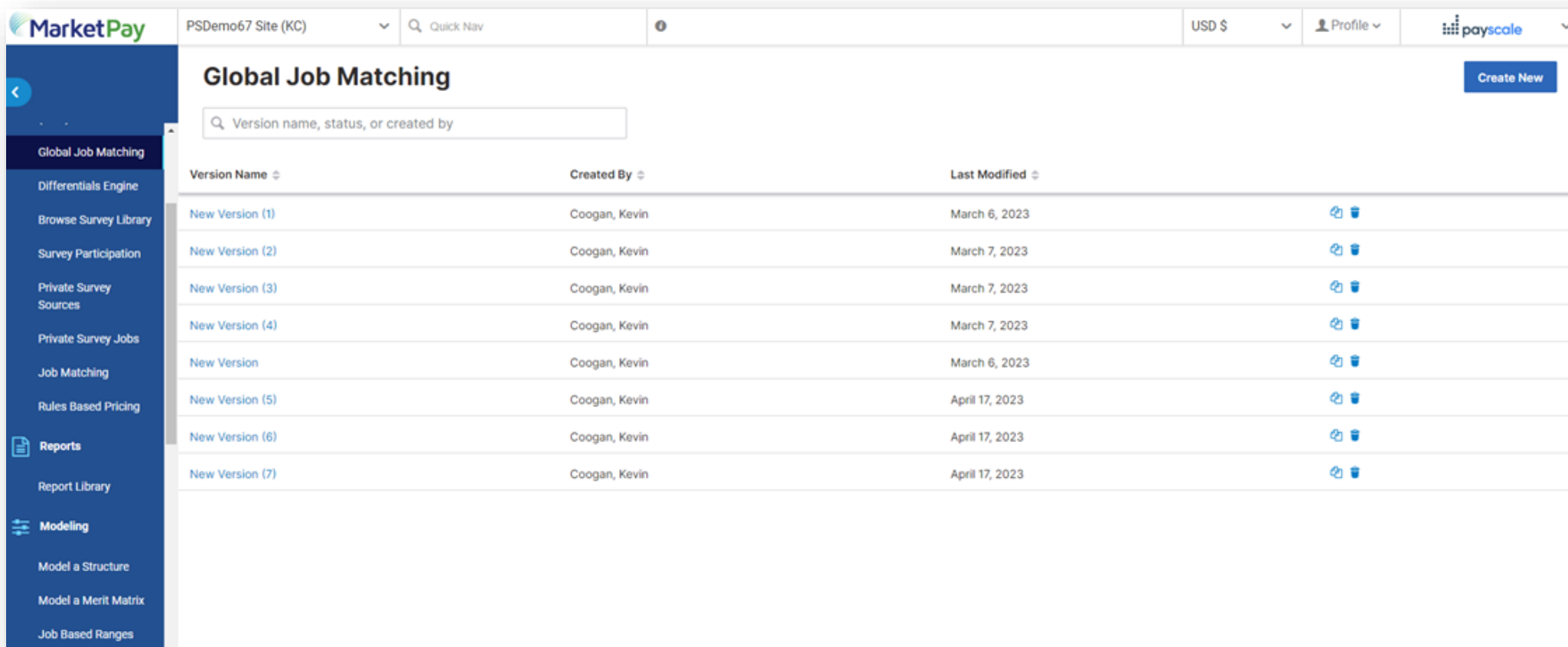
Multiple Employees Matches Report

# Global Job Matching

















# What's New in Q2

## Global Job Matching versions

- Users can now create up to 10 global job matching versions (up from 5)



The screenshot displays the MarketPay Global Job Matching interface. The top navigation bar includes the MarketPay logo, a dropdown for 'PSDemo67 Site (KC)', a 'Quick Nav' search bar, a currency selector set to 'USD \$', a 'Profile' dropdown, and the 'payscale' logo. The left sidebar contains a navigation menu with options: Global Job Matching (selected), Differentials Engine, Browse Survey Library, Survey Participation, Private Survey Sources, Private Survey Jobs, Job Matching, Rules Based Pricing, Reports, Report Library, Modeling, Model a Structure, Model a Merit Matrix, and Job Based Ranges. The main content area is titled 'Global Job Matching' and features a 'Create New' button and a search bar labeled 'Version name, status, or created by'. Below the search bar is a table with the following data:

Version Name	Created By	Last Modified	
New Version (1)	Coogan, Kevin	March 6, 2023	 
New Version (2)	Coogan, Kevin	March 7, 2023	 
New Version (3)	Coogan, Kevin	March 7, 2023	 
New Version (4)	Coogan, Kevin	March 7, 2023	 
New Version	Coogan, Kevin	March 6, 2023	 
New Version (5)	Coogan, Kevin	April 17, 2023	 
New Version (6)	Coogan, Kevin	April 17, 2023	 
New Version (7)	Coogan, Kevin	April 17, 2023	 

# What's New

## Global Job Matching UI updates

- Updated workflow text to provide more clarity on actions/next steps

MarketPay

PSDemo67 Site (KC)

Quick Nav

USD \$

Profile

payscale

Dashboard

Market Analysis

Market Price a Job

Market Price a Job (New)

Global Job Matching

Differentials Engine

Browse Survey Library

Survey Participation

Private Survey Sources

Private Survey Jobs

Job Matching

Rules Based Pricing

Reports

Report Library

Modeling

Back to All Versions

New Version (8)

Last Modified May 17, 2023 by Coogan, Kevin

Generate Report

Apply to Jobs

Run The Rules

Description

Add Description

Steps

1 Define Survey Job Matches

Define for all jobs in this version

Use current matches

2 Select jobs to include in version

Jobs

All jobs

Default data cut priorities

Prioritize match priorities over data cut priorities

What Survey job matches do you want to use for this pricing version?

Use Current Matches

The matches in Market Price A Job

Use Match Priorities

Your match hierarchy or decision tree by job with priorities defined by match.

The system will find the best available match

Select jobs to include in version

Jobs

Select Data Cut Priorities

Use

Site Level

PSDemo67 Site (KC)

Data Cut Priorities

Data Cut Priorities for this group of jobs

Back

Select Methodology

+ Add another set of jobs

# What's New

## Global Job Matching Quick Links

- Quick links to Data Cut Priorities and Rules Based Pricing

MarketPay

PSDemo67 Site (KC)

Quick Nav

USD \$

Profile

pay scale

Back to All Versions

New Version (5)

Last Modified Apr 17, 2023 by Coogan, Kevin

Generate Report Apply to Jobs Run The Rules

Dashboard

Market Analysis

Market Price a Job

Market Price a Job (New)

Global Job Matching

Differentials Engine

Browse Survey Library

Survey Participation

Private Survey Sources

Private Survey Jobs

Job Matching

Rules Based Pricing

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Data Cut Priorities for this group of jobs

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Select Methodology

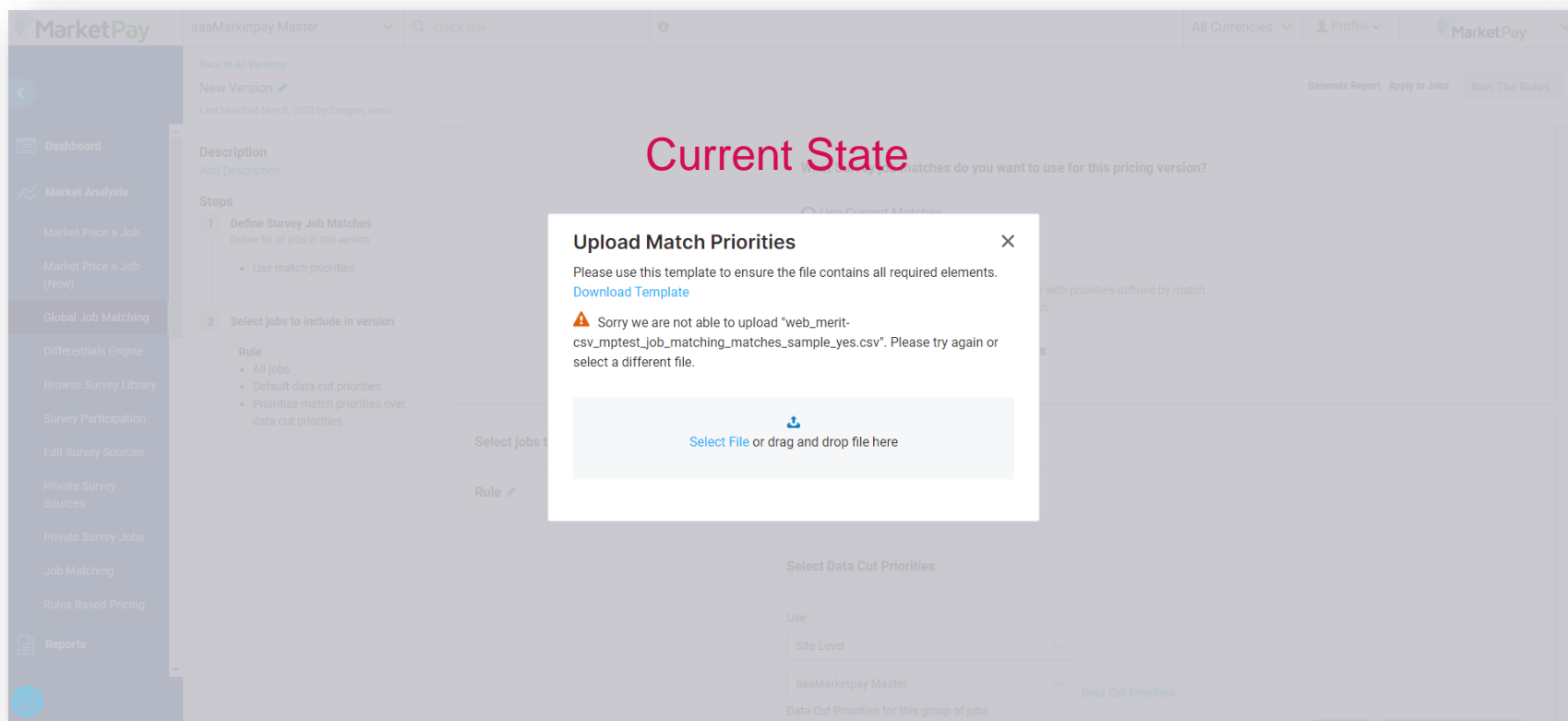
+ Add another set of jobs



# What's New

## Global Job Matching Upload Validation\*

- Updated validation messaging to provide the user with the specific data failure and location in the file when uploading a match priority file



# Marketplace Matches

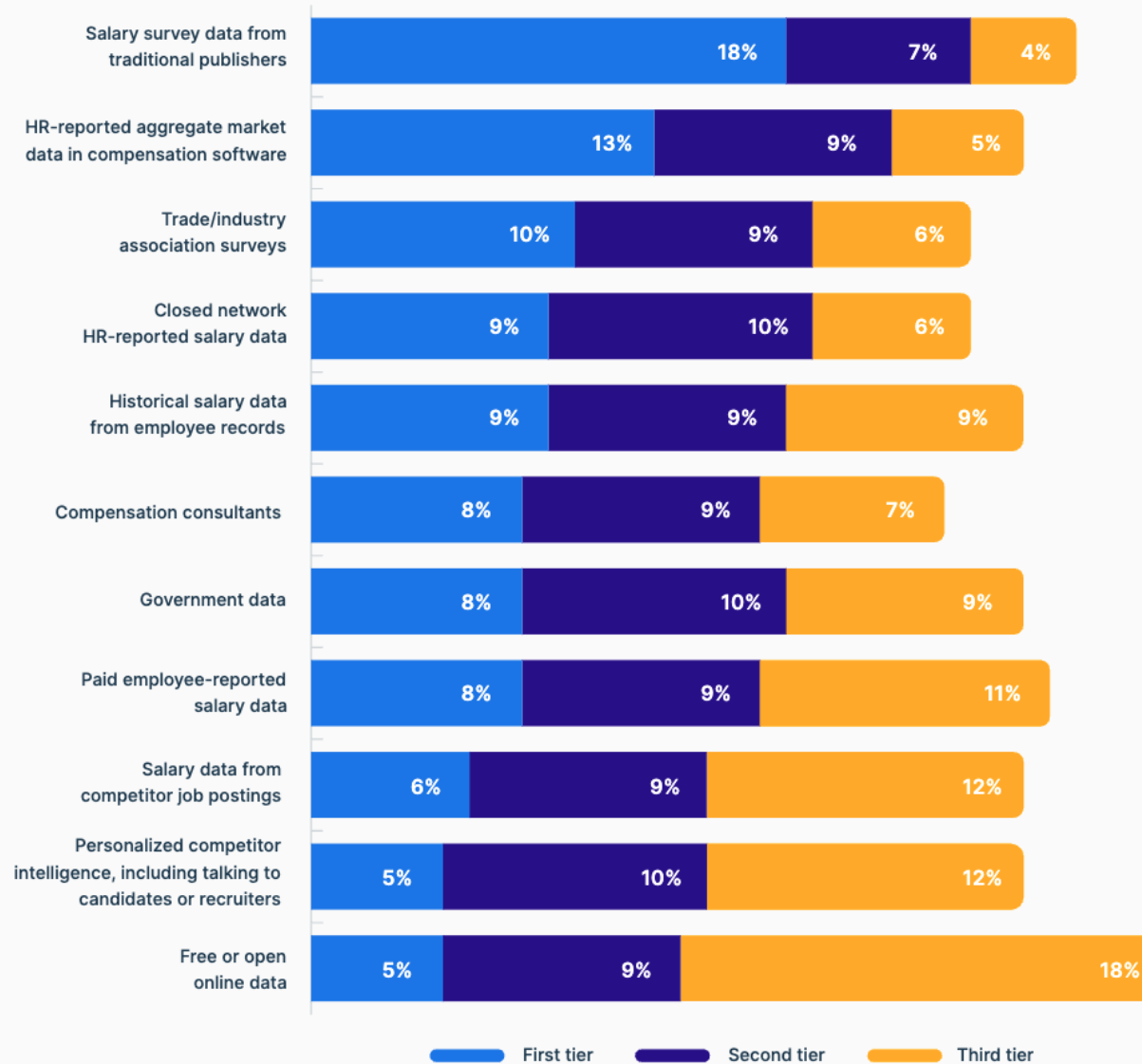
# Marketplace Matches

- Performance optimization – match suggestions now return up to 5x faster\*
- Marketplace Matches will now make suggestions for international surveys\*
  - Over 40 new international surveys and 8,500+ jobs
  - 50% increase in job recommendations

The screenshot displays the MarketPay web application interface. The top navigation bar includes the MarketPay logo, a release dropdown, a search bar, and user profile options. The left sidebar contains a menu with options like Dashboard, Market Analysis, and Global Job Matching. The main content area is titled 'Software Analyst Principal I' and shows a list of 'Marketplace Matches' under the 'Survey Job Matches' tab. The matches are listed with checkboxes and include details such as job titles, survey codes, and data sources. The interface also features a search bar for matches and buttons for 'About Matches', 'Edit Filters', and 'Active Surveys (41)'.

# What's coming?

## Most trusted salary data sources in the US



## Most trusted salary data sources in Europe

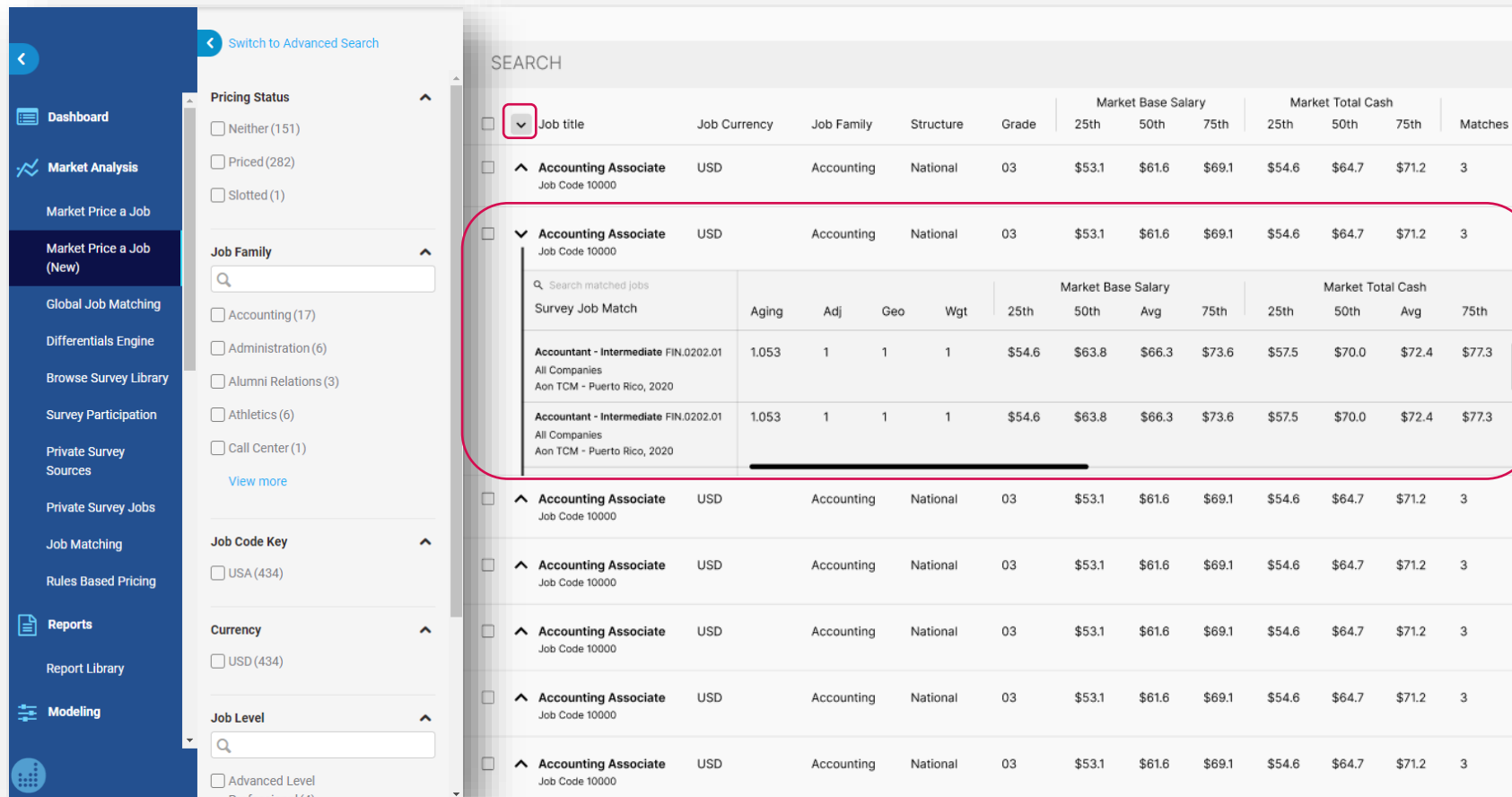
Rank sources by how much you trust and rely on them for accuracy in market pricing.

	First tier (most trusted)
Salary survey data from traditional publishers	11%
HR-reported aggregate market data in compensation software	11%
Paid employee-reported salary data	10%
Historical salary data from employee records	10%
Free or open online data	9%
Government data	9%
Salary data from competitor job postings	9%
Trade/industry association surveys	9%
Personalised competitor intelligence, including talking to candidates or recruiters	8%
Compensation consultants	8%
Closed network HR-reported salary data	8%

# Q3 Preview

## Market Pricing enhancements

- Match detail on landing page
  - View current match details without drilling down



Switch to Advanced Search

**SEARCH**

<input type="checkbox"/>	Job title	Job Currency	Job Family	Structure	Grade	Market Base Salary			Market Total Cash			Matches		
						25th	50th	75th	25th	50th	75th			
<input type="checkbox"/>	Accounting Associate Job Code 10000	USD	Accounting	National	03	\$53.1	\$61.6	\$69.1	\$54.6	\$64.7	\$71.2	3		
<input type="checkbox"/>	Accounting Associate Job Code 10000	USD	Accounting	National	03	\$53.1	\$61.6	\$69.1	\$54.6	\$64.7	\$71.2	3		
	Q Search matched jobs					Market Base Salary			Market Total Cash					
	Survey Job Match		Aging	Adj	Geo	Wgt	25th	50th	Avg	75th	25th	50th	Avg	75th
	Accountant - Intermediate FIN.0202.01 All Companies Aon TCM - Puerto Rico, 2020		1.053	1	1	1	\$54.6	\$63.8	\$66.3	\$73.6	\$57.5	\$70.0	\$72.4	\$77.3
	Accountant - Intermediate FIN.0202.01 All Companies Aon TCM - Puerto Rico, 2020		1.053	1	1	1	\$54.6	\$63.8	\$66.3	\$73.6	\$57.5	\$70.0	\$72.4	\$77.3
<input type="checkbox"/>	Accounting Associate Job Code 10000	USD	Accounting	National	03	\$53.1	\$61.6	\$69.1	\$54.6	\$64.7	\$71.2	3		
<input type="checkbox"/>	Accounting Associate Job Code 10000	USD	Accounting	National	03	\$53.1	\$61.6	\$69.1	\$54.6	\$64.7	\$71.2	3		
<input type="checkbox"/>	Accounting Associate Job Code 10000	USD	Accounting	National	03	\$53.1	\$61.6	\$69.1	\$54.6	\$64.7	\$71.2	3		
<input type="checkbox"/>	Accounting Associate Job Code 10000	USD	Accounting	National	03	\$53.1	\$61.6	\$69.1	\$54.6	\$64.7	\$71.2	3		
<input type="checkbox"/>	Accounting Associate Job Code 10000	USD	Accounting	National	03	\$53.1	\$61.6	\$69.1	\$54.6	\$64.7	\$71.2	3		

**Filtering Options:**

- Pricing Status**
  - ☐ Neither (151)
  - ☐ Priced (282)
  - ☐ Slotted (1)
- Job Family**
  - ☐ Accounting (17)
  - ☐ Administration (6)
  - ☐ Alumni Relations (3)
  - ☐ Athletics (6)
  - ☐ Call Center (1)
  - [View more](#)
- Job Code Key**
  - ☐ USA (434)
- Currency**
  - ☐ USD (434)
- Job Level**
  - ☐ Advanced Level Professional (4)

# Q3 Preview

## Market Pricing enhancements

- **Bulk Matching**
  - Access survey search from landing page
  - Easily view job data and survey data in one view
  - Filter jobs and survey data
  - Make matches via drag and drop

# Q3 Preview

## Marketplace Matches (MPM)

- Launch Marketplace match suggestions directly from the Market Price a Job landing page
- Review MPM suggestions for multiple jobs

The screenshot illustrates the PayScale interface for reviewing Marketplace Matches (MPM). The background shows a table of job listings with columns for Job Title, Job Currency, Job Family, Structure, Grade, and Market Base Salary. The overlay on the right, titled 'Add Marketplace Matches', features a search bar and a list of suggested matches. The suggested matches include 'General Field Sales & Account Management - Manager (M3)' and 'Financial Analyst I'.

Job Title	Job Currency	Job Family	Structure	Grade	Market Base Salary	Market Total Cash
Supervisor, Accounting	USD	Finance	National	07	\$79.6	\$92.4
Director, Risk Management	USD	Finance	N/A-USD	N/A	-	-
Senior Manager, Treasury / Cash Management	USD	Finance	N/A-USD	N/A	-	-
Senior Auditor	USD	Finance	N/A-USD	N/A	-	-
Manager, Audit	USD	Finance	N/A-USD	N/A	-	-
Financial Analyst I	USD	Finance	National	07	\$56.3	\$61.9
Financial Analyst II	USD	Finance	National	08	\$67.2	\$74.4
Senior Financial Analyst	USD	Finance	National	08	\$82.8	\$91.4

**Add Marketplace Matches**

Search Marketplace Matches

Survey Job Matches

**General Field Sales & Account Management - Manager (M3)** SMP07.001.M30  
MER-BEN-EXMAN22 Mercer Benchmark - All Modules Excluding Manufacturing - National Data Only, 2022  
182 cos, 2045 ees, USD, eff 2022-04-01  
[View Job Description](#)

**General Field Sales & Account Management - Manager (M3)** SMP07.001.M30  
MER-BEN-ALL22 Mercer Benchmark - All Modules - National Data Only, 2022  
182 cos, 2045 ees, USD, eff 2022-04-01  
[View Job Description](#)

**Financial Analyst I**  
Job Code 10022 Job Code Key USA

**Financial Analyst II**  
Job Code 10023 Job Code Key USA

**Senior Financial Analyst**  
Job Code 10024 Job Code Key USA



# What's Coming

Q3

## Market Pricing Enhancements

- Match detail on landing page
- Bulk matching

## Marketplace Matches

- Access with less clicks
- Proactive suggestions

Beyond

## Market Pricing

- Job Arch/framework mapping
- Match suggestions
- Price by grade/level

## Connectivity

- PS Connect SSO
- API for data ingestion

## Data Sets

- Peer integration in MarketPay

## User Experience

- Modernize UI

# Beyond

## Market Pricing

- **Job Architecture/Framework Mapping**
  - Easily map your job architecture to a Payscale framework
  - Auto filtering of search results to align to your mapping
  - Create matches in bulk, based on the framework mapping
- **AI/ML driven match suggestions**
  - Let Payscale suggest matches for all your jobs

## Connectivity

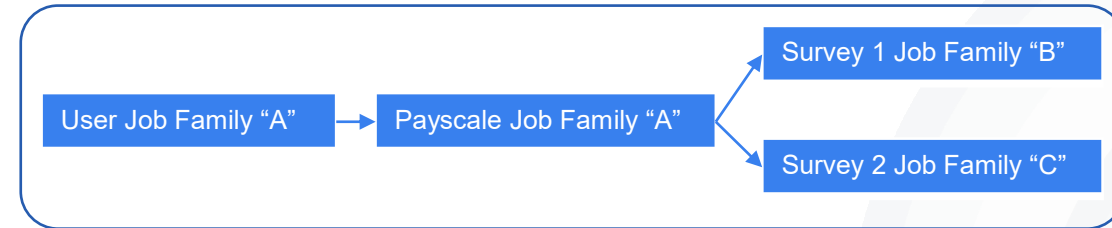
- **Payscale Connect SSO**
  - Access Payscale connect directly from MarketPay without having to log in
- **API for data ingestion**

## Data Sets

- **Peer in MarketPay**

## User Experience

- **Modernize UI**



# Roadmap Feedback polls

## Poll questions:

### 1. The roadmap shared today aligns to my needs?

- Strongly agree, agree, neither agree or disagree, disagree, strongly disagree

### 2. What item on the roadmap is the most exciting for you/your organization?

#### Market Pricing Enhancements

- Match detail on landing page
- Bulk/family matching
- Job Arch/framework mapping
- AI/ML driven match suggestions

#### Marketplace Matches

- International suggestions
- View suggestions for multiple jobs at once

Payscale Connect SSO

API for data ingestion

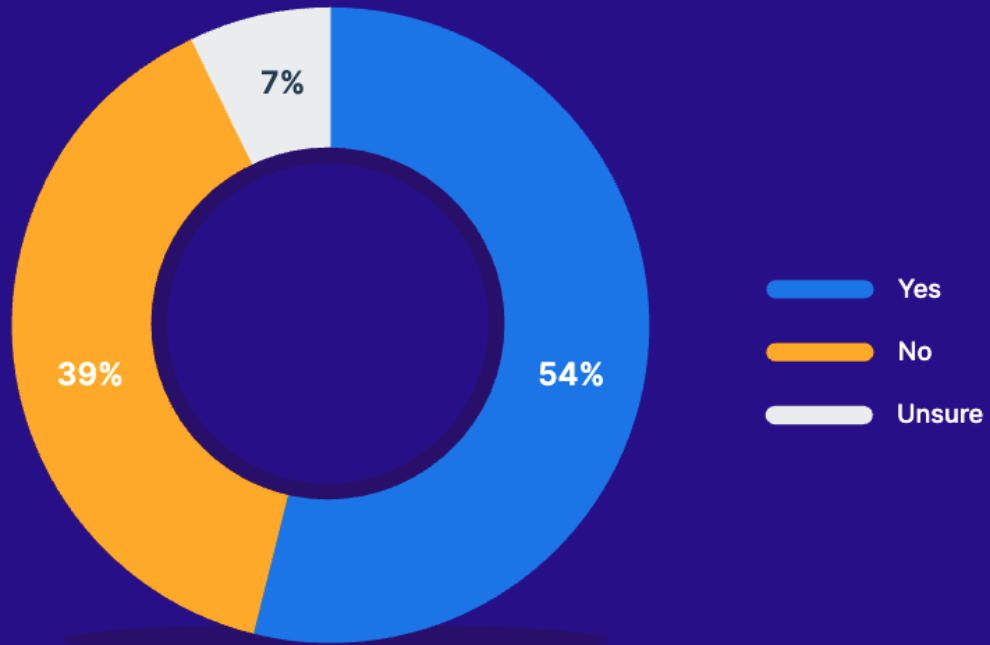
Peer in MarketPay

### 3. What other items would you like to see added to the roadmap?

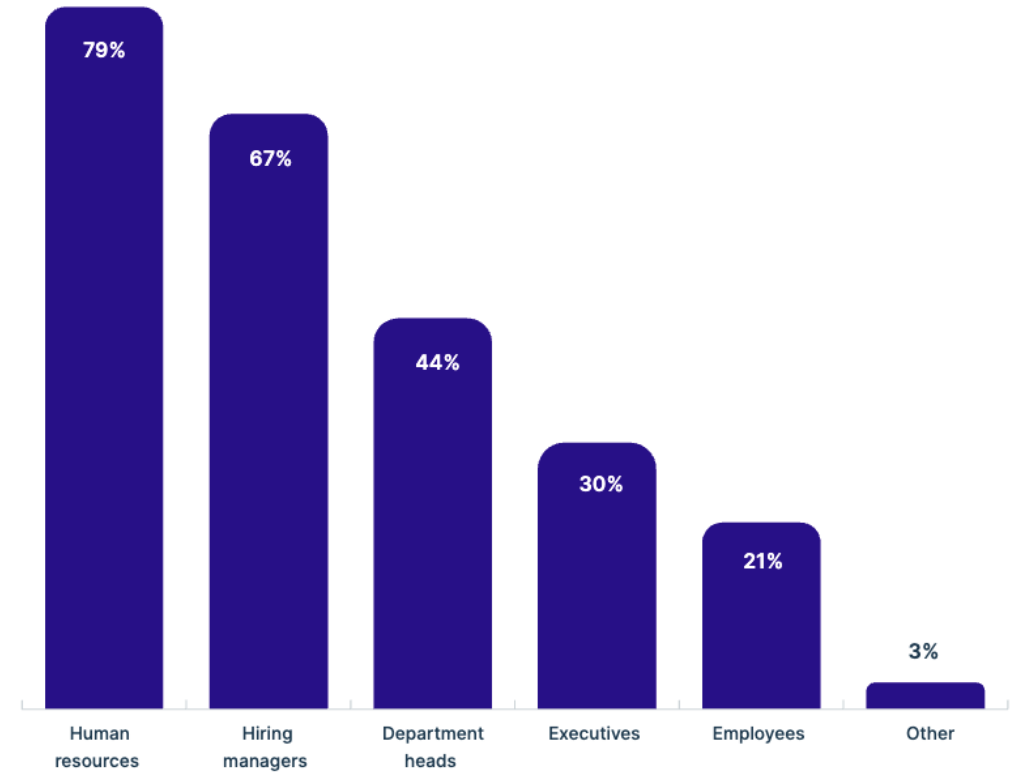
- Free text field

# MarketPay Jobs Powered by JDXpert

Do you have a centralized management system for creating, approving, and maintaining job descriptions?



Who contributes to the creation, approval, and maintenance of job descriptions?



# Q&A

Feel free to ask any questions in the chat!

