



Compensation Management Solution Perspectives

Better together

Why Global Enterprises Choose Payscale MarketPay for Compensation Management Alongside Workday HCM

Payscale is the premier, dedicated solution for strategic compensation management. Payscale provides trusted data, accelerates comp processes to improve operational speed, and gives insights specific to compensation that professionals cannot get from sweeping HCM tools. **In this brief you'll learn why brands like Hitachi, Motorola, and CSL Behring choose Payscale MarketPay over Workday as their preferred compensation management solution.**

HITACHI



MOTOROLA

CSL

www.payscale.com

Choosing All-in-One or Best-of-Breed

Today, leaders of enterprise organizations are faced with the same decision for every technology purchase they make: All-in-one or best-of-breed. Is it more prudent to buy something best-in-class or bundle it in? The lure of brands like Workday is that they bring together everything you need under one product umbrella and, in many cases, give it to you for free. It sounds great, of course, but is what you get for free everything you need?

To be expected, our stance is no. Compensation is complex and we've staked our business on the belief that complex challenges require the right tools to achieve success. Workday has its strengths, but it's not a compensation solution. With MarketPay, we've aimed to be the leaders in compensation management and analytics. It is by playing to our strengths, that we help clients drive strategic compensation and give them the flexibility to align their work with the total rewards, HR, and talent initiatives critical to their organizations' long-term success. **MarketPay is here to support your Workday investment as a vital compliment to the core HR, talent, and finance functions Workday serves.**

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We're backing Workday as an organization and MarketPay as a specialty platform to complement the ecosystem. Since we're in the role of comp, having a tool that can specifically do what we need for compensation makes MarketPay the best choice for our team. Even though MarketPay doesn't have all the expansive HR capabilities of Workday, it's perfect for compensation and that's why we need it.

Victoria Wang

Director, Head of Compensation and Payroll

Hitachi America

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It's not just about learning a new tool. Workday does so much for maintaining our employee data. It's a great tool but it's not a comp tool. With MarketPay, I have what I need to manage our compensation practice — it's kind of like the third person on my team — and it just makes sense that we have ownership over the breadth of our function. Whether we're pricing jobs for hiring managers, building structures, or designing reports for managers, it's all compensation. You just can't separate comp from reporting.

Teresa McMorris

Senior Manager Global Compensation
Motorola

Empowered Comp Teams are Strategic Comp Teams

Compensation professionals know that reporting and analytics are an essential part of their role. Exploring robust data and models enables compensation professionals to thoughtfully analyze strategic recommendations that support their organization's goals. The challenge with Workday comes down to a matter of breadth. With such an expansive system, custom and configured reporting moves out of the hands of compensation experts and into those of Workday reporting experts. While Workday does offer compensation dashboards and reports, the ownership to design, build, and manage that reporting is rarely in the hands of compensation teams. In this way, Workday's approach to compensation fails to recognize the intrinsic need for these capabilities to do the actual work of comp — and do it well.

With Payscale MarketPay, compensation professionals are empowered to manage comp and evaluate workforce modeling with flexible reporting and analytics built in. With the right tools at their fingertips, compensation teams can fulfill their mandate as a strategic HR partner rather than merely manage surveys and price jobs. In addition, empowering compensation teams means they can use their comp expertise to support and enable others by getting relevant information into the hands of hiring managers, recruiters, executives, and more. **At the end of the day, strategic compensation requires the right tools in the hands of the right people.**

Building a Compensation Practice for Today – and Tomorrow

Organizations need compensation expertise to solve today's business challenges and plan for the future. It's not just about streamlining survey data management and monitoring employee comp in one system. While those are valuable endeavors for today, they do not support the challenges and opportunities of tomorrow that compensation is uniquely positioned to solve. Compensation professionals today are navigating a multitude of challenges from remote and hybrid workforce modeling, to optimizing compensation data sources, and exploring cross-functional solutions that support people managers, recruiters, and more. These future-focused comp teams need a more comprehensive compensation solution than Workday alone can deliver.


Payscale MarketPay helps organizations manage everything they need today and tomorrow — from streamlining survey data management, providing access to a multitude of data sources, monitoring employee comp, managing compensation data and structures, as well as helping compensation professionals understand the data trends that will support short- and long-term decision making. **With MarketPay, compensation teams have the tools in hand to lead strategic compensation. Comprehensive capabilities and a track-record of product innovation make MarketPay the consistent choice for global enterprise organizations.**

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One of the things I've made a point to do with MarketPay is educate our team about just how much data the tool contains. It's not just our employees, it's all the jobs and levels we could possibly have and might need in the future, so that when hiring managers need information, we can get it to them quickly. But it's not just about how we operate today, it's educating our teams about the vision we have for the future. We're thinking long-term comp innovation — let's get mobile decision support to managers. MarketPay is more than survey management and incumbent job pricing, its breadth of capabilities enables us to get out of the weeds and be strategic, visionary partners. All the things you want your comp practice to be.

Lynn Caputo

Associate Director, Global Compensation
CSL Behring



Global enterprise organizations, market leaders, and growing businesses trust MarketPay to deliver the comprehensive capabilities they need for compensation. Whether they use Workday, Oracle, Ceridian, UKG, or countless others, MarketPay is their choice for strategic compensation management and analytics.

Payscale MarketPay provides access to real-time market trends, the technology to efficiently support complex organizations, and direct access to the reporting and analytics tools that guide sophisticated decision making. More than that, Payscale ensures every customer is empowered with access to the education and support they need to be successful. When it comes to strategic compensation management, Payscale MarketPay stands apart. MarketPay's legacy of product innovation, customer success, and robust reporting and analytics make it the consistent choice for global and multi-national enterprise organizations.

The Payscale MarketPay team is here to help you make the most of your investment in strategic compensation. Learn more or start a conversation today.

About Payscale

As the industry leader in compensation data and technology, Payscale helps organizations #getpayright. Payscale is the only technology solution for managing compensation that provides multiple streams of fresh, transparently curated and validated salary data. Combined with modeling engines that learn continuously and generate recommendations and insight, Payscale empowers HR to price jobs and adjust compensation to reflect near real-time changes in the market — all on one trusted data platform. With Payscale's Adaptive Compensation Advantage, teams operate with efficiency, focused on outcomes rather than manual data management.

To learn how companies like The Washington Post, Perry Ellis International, United Healthcare and The New York Times rely on Payscale to attract and retain top talent, motivate and engage employees and plan their future workforce, visit [payscale.com](https://www.payscale.com).

