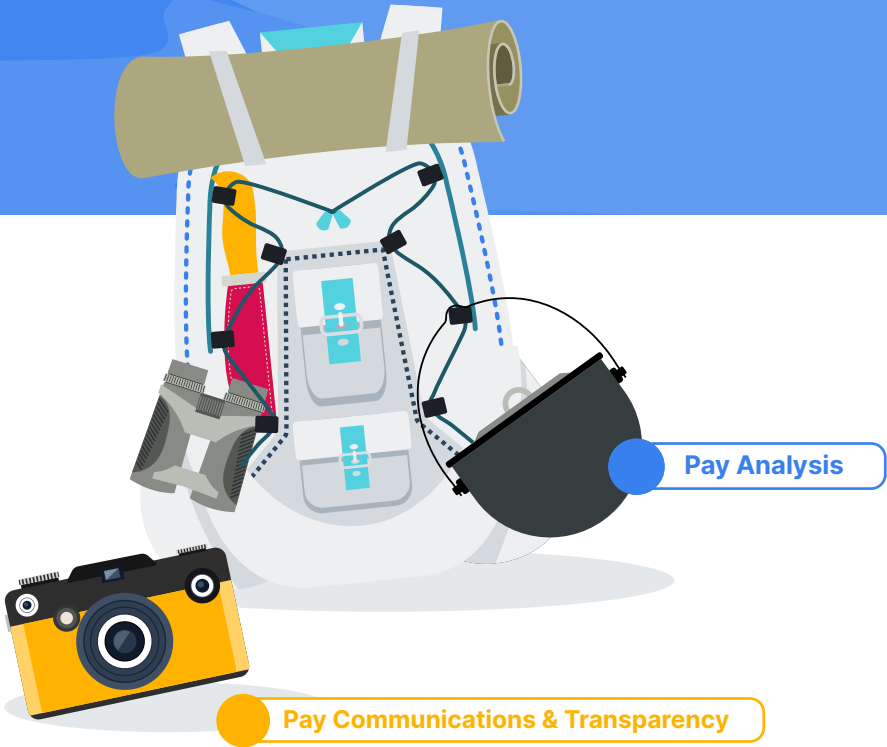
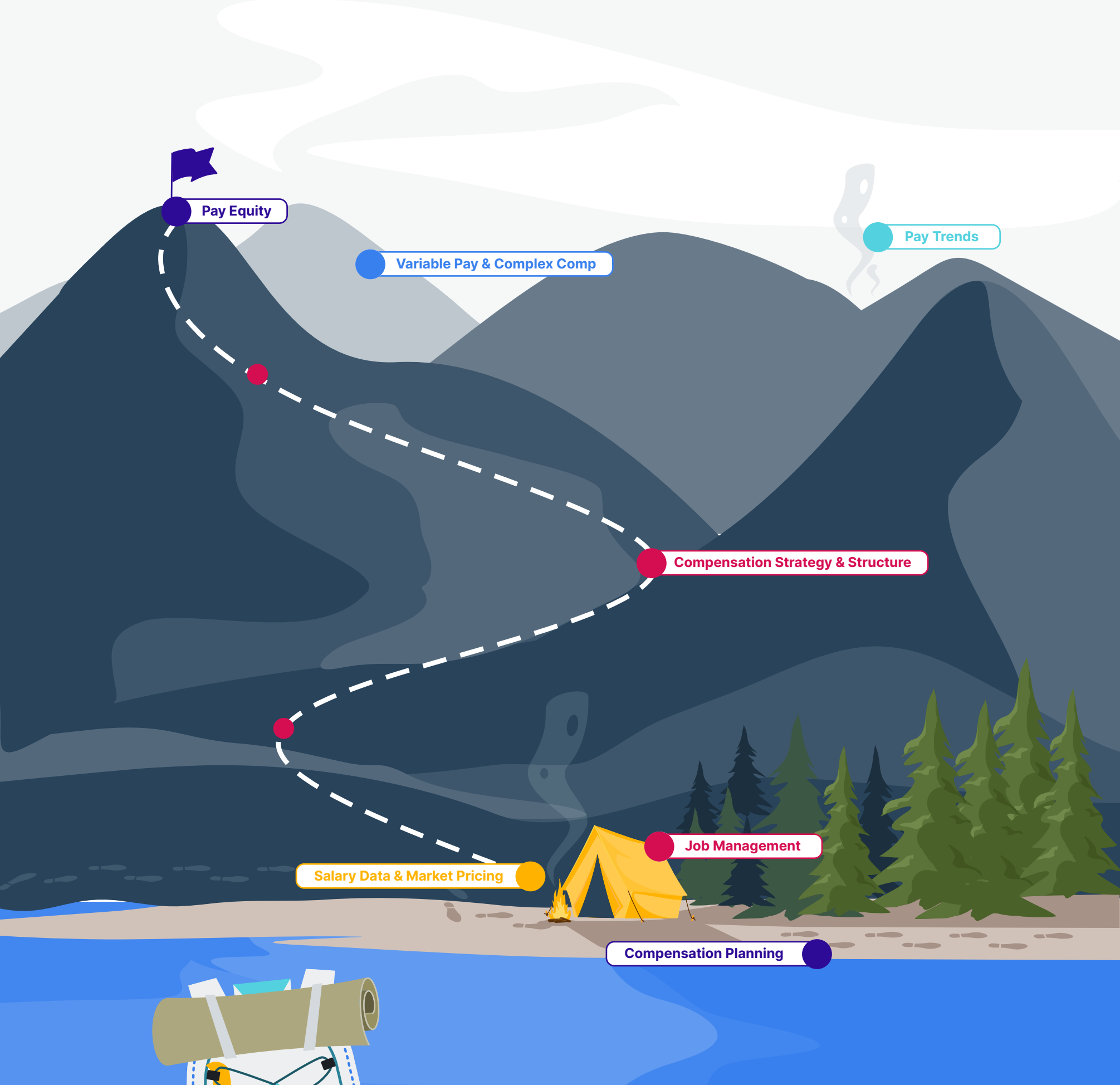


# Compensation Challenges: Mapping the Journey

At Payscale, we know our customers deal with a lot of competing priorities when it comes to compensation management. It can be easy to lose sight of the forest for the trees. To help organizations visualize how to advance in maturity of their compensation management practices, we have created this metaphorical “map” to guide you on your journey.

Ready to see what Payscale software, data, and services can do for you?

Ask for a demo →



- Job Management**  
Making sure your job descriptions are accurate for the positions being priced.  
**Tent and cookware — the basics for basecamp!**
- Salary Data & Market Pricing**  
The fundamentals of using data for setting pay ranges and making offers to new hires.  
**Basecamp — where you always start and return!**
- Compensation Planning**  
Survey participation and budgeting for pay increases for employees.  
**The walk around the lake — it's cyclical!**
- Pay Analysis**  
Identifying issues, modeling costs, monitoring progress, and reporting on insights.  
**Your backpack and other essential hiking tools**
- Collaboration & Impact**  
Building relationships with business partners and leading on pay decisions.  
**The concerned parties who sponsor your trip**

- Compensation Strategy & Structure**  
Your philosophy and methodology for competing for talent and managing pay.  
**The climb into the hills**
- Pay Equity**  
Closing pay gaps and maintaining fair pay across the organization.  
**The summit**
- Variable Pay & Complex Comp**  
Managing total rewards and how you pay for specialized positions outside the norm.  
**The mountains beyond the hills**
- Pay Communications & Transparency**  
Training managers and proactively answering employee questions about pay.  
**Camera to film the trip (or it didn't happen!)**
- Pay Trends**  
Proactively tracking hot topics related to wages and proclaiming your point of view.  
**Smoke signals from the peak!**

