payscale

Payscale supports the entire compensation cycle

Helping large organizations plan smarter compensation strategies for retention and attraction, keeping compliance with growing regulations, and supporting potential global growth from a holistic and harmonious point of view.

Diverse and dynamic salary data

Access validated data from employees, employers, and the trusted survey providers we partner with.

Scalable compensation technology

Innovative software to empower competitive and transparent pay decisions no matter the size of your organization.

A customer-first experience

Leverage the expertise of the Payscale team and your peers in the compensation community for impactful outcomes.

Payscale makes compensation planning easier.

Complete pay equity analysis

Understand representation and statistical pay gaps within your organization. Complete remediation planning based on your budget.

Explore Pay Equity

Understand employee jobs

Rapidly build, standardize and maintain job descriptions to ensure accurate and consistent pay.

Explore Job Management

Facilitate collaborative planning

Automate the merit cycle and empower more meaningful pay conversations. Enforce budgets, strategy and timelines from a single source.

Explore Compensation Planning

Understand competitive market data

Choose data sources that reflect the market and your competition around the world. Leverage Payscale data and/or manage and participate in third party surveys.

Explore Payscale datasets

Internal and external pay communications

Communicate total compensation internally by securely delivering customized compensation statements. Confidently develop competitive salary ranges in line with your strategy for external transparency.

Explore Pay Communications

Benchmark jobs and create pay structures

Benchmark jobs at scale in alignment with your pay strategy. Develop your job architecture that supports the complexity of your entire organization. Reporting makes it easy to make pay decisions with budget in mind.

Explore Payfactors and MarketPay

Compensation data that drives confident pay decisions

Employee Reported data

Payscale's Employee Reported data is built upon our proprietary machine learned model developed over 15 years of big data analytics, human expertise, and customer insight, which provides the most accurate pay predictions in the market.

Peer data

Leverage HRIS-aggregated data to build employer-sourced datasets for use just like traditional surveys. Payscale Peer blends a modern methodology using smart algorithms to improve mundane tasks such as job matching and survey participation.

Survey publishers

Payscale adds unmatched survey management experiences to our trusted partnerships with hundreds of 3rd party publishers including Radford, Willis Towers Watson, and Mercer.

Big wins with Payscale Compensation Planning

Payscale streamlines compensation management processes. With Payscale, you get fresh salary data on how the market has changed, the ability to review employee performance alongside merit increases, and AI-powered tools and templates to model how pay increases impact salary budgets and pay equality.

- Streamline the review process within one centralized, easy-to-use system
- Real-time visibility into review progress and stakeholder management
- Increase manager confidence when communicating pay with employees