Diverse & Dyanamic
Data Portfolio

The trends of the past several years have evolved the talent market faster than ever before. Organizations are needing to quickly adapt to pay trends more frequently than just once a year and are looking for alternative types of data.

Having the right variety of compensation data to represent today's dynamic talent market and navigate this time is more important than ever to compete in the war for talent and retain the talent you've already invested in.

Customers can get three, diverse and differentiated sources of data through Payscale.

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The talent market continues to be volatile... 2021 proved this.

76% of organizations experienced labor shortages in 2021

44% of organization believe they are losing talent due to insufficient pay increases

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Organizations need the right comp data to help them respond. World at Work best practice is to use 3 sources of data when doing market analysis.

More data = more informed decisions

68% of organizations use between 2-4 data sources to determine salaries for employees

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Organizations are seeking variety and diversity in data sources; sources that offer a unique view of the market.

More diverse data = more holistic decisions

Intelligent streams of curated, validated, compensation data.

Payscale has three unique data sets incorporated into a single compensation platform that will help the market respond to the changing talent landscape.

HR Market Analysis

A composite of analyst curated employer reported survey data

1.5 billion data points
5,500 jobs
14 countries

Employee Reported

The world's largest real-time salary database

65 million salary profiles (all time)
15,000 jobs
3,000 skills
5,000 certifications

Peer

A fluid & dynamic HR reported data network

7M incumbents
2,200 organizations
4,482 jobs
100+ industries

Published Survey Data

Trusted data partner

10,000 surveys
From **300+** publishers

AON   EMPSIGHT
compensation surveys & consulting

MERCER   MainData GROUP

HR Market Analysis

For organizations who want fast and easy access to HR reported compensation data that has been curated and expertly analyzed by compensation professionals and data scientists.

HR Market Analysis Delivers:

* Employer reported data with robust data coverage for more than 5,500 benchmark jobs through one single database

* Ready-to-use compensation data curated by compensation professionals and data experts to drive your comp strategy while saving you time.

* Proprietary, proven algorithm to fill data gaps and always deliver an answer for all combinations of industry, size and location.

Employee Reported

For companies in fast moving markets, emerging or niche industries, and companies who need real time granular geo and skills data to attract and retain talent.

Employee Reported data delivers:

* The world's largest salary database, built on a proprietary machine-learned model developed from 20 years of data collection and analysis.

* Validated data collected from employees in the workforce.

* A real time pulse on the market, reporting highly granular data with compensable factors, including skills, geo, and robust industry data.

Peer

For organizations who want timely, transparent employer reported data based on their industry peers, that is fully customizable.

Peer delivers:

* Fully transparent and DOJ compliant, employer reported data.

* Specific, relevant and fully customizable data.

* Always current data to keep up with market trends and respond to changes in the market.

* Industry networks to stay competitive

Learn more about how Payscale's data-driven insights, best-in-class services, and innovative software can help your organization improve pay communications and make sustainable fair pay a reality by making it an integral part of everyday compensation management.

Request a demo →

About Payscale

As the industry leader in compensation management, Payscale is on a mission to help job seekers, employees and businesses get pay right, and make sustainable fair pay a reality. Empowering more than 53 percent of the Fortune 500 in 198 countries, Payscale provides a combination of data-driven insights, best-in-class services and innovative software to enable organizations such as Angel City Football Club, Perry Ellis International, United Healthcare, Vista and The Washington Post to make fair and appropriate pay decisions.

Pay is powerful™

To learn more, visit www.payscale.com.

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