

KeneXa®

COMPANALYST®

Kenexa® CompAnalyst offers a complete set of flexible, on-demand modules that can be combined to meet your organization's specific compensation needs. With trusted, up-to-date market pricing on jobs, Kenexa CompAnalyst helps you make better and smarter decisions about pay. Eliminate risks, reduce costs and gain greater efficiency—all in a single, web-based system.

Compensation
by
KeneXa®



KENEXA® COMPANALYST®

FEATURES

SURVEY MANAGEMENT

Develop market prices using your own third party compensation surveys by centralizing survey data in a shared, online repository. With Kenexa® CompAnalyst® you can age, weight, adjust and combine data from multiple sources, and analyze across multiple titles or years. You can also price positions in any local currency, create blended jobs and slot non-benchmark jobs. Simplify survey participation processes with pre-loaded participation templates.

MARKET PRICING WITH OUR DATA

Leverage our comprehensive database of 100 percent employer-reported benchmark jobs and augment your survey library or fill gaps in an existing dataset. Match internal jobs to over 4,000 benchmark job titles in the U.S. and 800 job titles in Canada.

CompAnalyst allows you to search by job family or level, review comprehensive job descriptions and receive immediate data updates throughout the year. You can also age data to any date, apply job match adjustments and scope by company size, industry and geography.

PAY EQUITY AND COMPETITIVENESS

Quickly assess pay program competitiveness and internal equity—all in a single tool. Compare your internal base, bonus and incentive data to market rates and actual pay to targets. Kenexa CompAnalyst allows you to conduct analysis by group, job, employee or manager, analyze pay practices year-over-year and compare across multiple countries. Combine data on employees, jobs, salary structures and market prices into a single report.

SALARY STRUCTURES

Easily analyze and model internal pay structures against market rates and evaluate various cost scenarios. Identify outliers, determine their causes and estimate the cost of out-of-range employees. Build new structures using market reference points. Model changes to salary structures and evaluate the cost impact.

MERIT MODELING

Model the cost of performance-based merit increase programs with ease. Kenexa CompAnalyst allows you to build merit matrices based on performance and range placement or market index. Model with historical data or expected distributions, and evaluate and compare the cost of multiple scenarios for the distribution of a merit budget. Prepare presentation-ready

reports on the details and costs of each potential program. Our Executive® and IPAS modules offer additional datasets to meet various compensation benchmarking needs.

CompAnalyst Executive®

CompAnalyst Executive is the leading executive compensation benchmarking tool that combines a comprehensive data source with dynamic reporting features to make executive pay research fast and efficient. Search data extracted directly from proxy filings and annual reports for all U.S. public companies. Easily build and manage peer groups, compare practices across groups and drill down into any reported detail. Generate reports and support pay programs with ease.

Our team of Certified Compensation Professionals do the work of collecting, compiling and assuring the quality of executive and director compensation data so you can focus on strategic compensation management.

IPAS Global Technology Data

IPAS is the only single source of global market data for the high-tech industry that allows you to price the same job around the world using the same methodology and participants. Access the key reward elements for a comprehensive set of jobs—all levels and all functions—for over 90 countries. Benchmark jobs in the technology sector around the globe using a single dataset and on-demand market pricing tools.

EXTEND YOUR COMPENSATION TEAM

With Kenexa CompAnalyst, you have ongoing access to our team of compensation professionals and consulting partners to help you:

- Market Price Jobs
- Implement Job Matching
- Update and Design Salary Structures
- Develop Incentive Plans
- Design Competitive Pay Practices
- Build Job-Competency Models

HASSLE-FREE IMPLEMENTATION

Our on-demand software deploys rapidly with a seamless implementation process. Send us your survey data in electronic or hardcopy format—we process and load your survey data and existing matches. Our team of experts provides training and support.

QUALITY ASSURANCE FROM COMPENSATION EXPERTS

Most HR and compensation professionals only trust employer-reported salaries. Kenexa CompAnalyst uses employer-reported data from the best sources. We purchase hundreds of compensation surveys each year and conduct proprietary surveys. We apply the best practices developed by WorldatWork and match jobs by their job description. Data is aged to a common date, outliers are removed and the data is adjusted to reflect the conditions prevalent in a particular location, size of employer and industry. We track changes in market conditions and trends, and update our data monthly so you get the most accurate, reliable and comprehensive dataset—all in a single source.

SOFTWARE YOUR WHOLE TEAM WILL EMBRACE

Our easy-to-use, web-based interface provides maximum flexibility and no barriers to adoption. The enterprise software is built on an established infrastructure that ensures information security, privacy and availability. There is no hardware or software to install or costly version updates.

Your data is securely warehoused and accessible online from anywhere in the world. With immediate flow-through of product upgrades and data enhancements, there's virtually no downtime.

ABOUT KENEXA

Kenexa is in the business of improving companies and enriching lives, because to us, business is personal. Our unique combination of content, technology and services provides the insight and expertise to deliver products and solutions across the entire employee lifecycle. Where other companies focus on just one piece, we focus on bringing all of the pieces together to create the best picture for your company's success. With every person we recruit, every assessment we administer, every technology solution we deliver, every survey we conduct, every leader we develop and every compensation strategy we support, lives are impacted by our craft.

BENEFITS

- Make fast, competitive and equitable decisions about pay
- Eliminate risk, reduce costs and gain greater efficiency
- Automate market-pricing processes using your third party compensation surveys or our single source of employer-reported data
- Simplify cumbersome survey participation processes
- Analyze pay competitiveness and equity all in one integrated system