

IPAS

by
Kenexa®

WHAT DO YOU PAY FOR THE WORLD?™

With the intense competition for talent in the technology industry, it has become more critical than ever to offer competitive compensation and benefit plans to employees. Kenexa® IPAS Global Technology Data provides a unique, single source of global market data that allows you to price your jobs around the world and compare jobs in various countries using the same methodology, participants, currency and system. With data collected from the most prestigious firms in the industry and validated by a team of experts, you can be certain you have the highest quality information to build your compensation programs around the world.



FEATURES

RELIABLE GLOBAL DATA

With reliable data from nearly 400 participants across more than 100 countries, Kenexa® 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.

IPAS provides key data on base salary, incentives, allowances, benefits, long-term incentives and merit increase budgets. Featuring breakouts by revenue, geography, industry segment and new hires versus existing hires, our solution provides you with trusted benchmarks covering all segments of the technology market.

HIGH VALUE METHODOLOGY

Our high value methodology offers key reward elements that are standardized to enable comparisons between countries. Kenexa IPAS features a common job function and leveling approach across countries, while focal-based input ensures that each participant's data is timely. This provides a customized view of the market for each participant.

INTUITIVE AND EASY-TO-USE

Kenexa IPAS offers intuitive, web-based reporting and analysis tools to streamline your job pricing process. With simple job matching and data submission, you can focus on identifying the information that will help you make better, smarter pay decisions.

INDUSTRY SEGMENTS

We offer trusted benchmarks for all segments in the technology industry, including:

- Software
- Telecommunications
- Semiconductor
- Professional Services/Consulting
- Computer Systems/Peripherals
- Networking
- Web/Internet
- Test and Measurement
- Electronics

BENEFITS

- Current, reliable data in your most important markets
- Access standardized reward elements across countries
- Simple data collection requirements
- Get a true comparison of pay rates in different countries
- Data on all countries available for a single price

ABOUT KENEXA, AN IBM COMPANY

To us, business has always been personal—and it's always been about making the workforce smarter, which is why we're proud to be the platform for a Smarter Workforce. We look at it from two angles—empowering people and transforming business. Our tools enable businesses to attract and keep the best people, develop their skills, cultivate new leaders and capitalize on their collective intelligence by applying human insights, social tools and workforce analytics to transform the way they work. We provide deep insight and experience in employee engagement, talent management and leadership development mixed with the world's best technology and social platforms, giving us the unique ability to build a Smarter Workforce.

