

CompAnalyst® Reporting and Pay Analytics

The Reporting and Pay Analytics module allows quick, streamlined analysis of your internal pay practices against market rates. Ensure pay program competitiveness versus the market, analyze internal pay equity, model the cost of performance-based merit increase programs and adjust your compensation plans accordingly.

Features

Determine pay equity and competitiveness

- Compare your internal base, bonus and incentive data to market rates.
- Compare actual pay to targets to assess internal equity:
 - *Analyze at the group, job, employee or manager level.*
 - *Analyze pay practices year over year and compare across multiple countries.*
- Identify groups or individuals that are under/overpaid.

Leverage pre-configured reporting options

- Analyze historical data to identify trends in internal pay practices and the market.
- Combine employee, job, salary structure and market data into one report.
- Create reports on employee groups to support compliance activities.
- Determine internal job value and identify gaps in pay structures.
- Report in local currency or normalize data to report using a single currency.

Benefits

- Assess pay competitiveness and internal equity in a single tool.
- Analyze trends in internal pay practices and compare to the market.
- Quickly identify discrepancies in pay.
- Produce reports to support your recommendations.

Overview of key features

Compare pay to cash at target and other incumbents

Direct Reports for DiNardo, John
 Number of Direct Report: 9
 Data reported in USD (000)

Base Salary					Total Cash at Target				
	25th	50th	75th	Avg		25th	50th	75th	Avg
Market	43.0	46.4	55.0	49.1	Market	0.0	0.0	0.0	0.0
Group median	45.0	45.0	45.0	45.0	Group median	0.0	0.0	0.0	0.0
% market	105%	93%	62%	92%	% market	0.0%	0.0%	0.0%	0.0%

Analysis by Incumbent							
Name	Employee ID	Company Job Code	Job Title	Entity	Base Salary	Market 50%	Range Max
DePaula, Jorge	EE0001670	EXT3700	Accounts Payable Supervisor 2	SUPS	50.2	0%	5.6
Hudson, Tim	EE0006280	EXT4120	Accountant Senior	FINACCTNG	55.7	0%	4.3
Lee, Derrek	EE0007630	EXT4120	Accountant Senior	FINACCTNG	55.0	0%	6.1
McMillon, Billy	EE0008040	EXT3440	Accountant Intermediate	FINACCTNG	46.4	0%	5.2
Parra, Jose	EE0006630	EXT3060	Accountant Jr. Level	FINACCTNG	38.0	0%	4.1
Pascal, Amy	EE0006630	EXT3060	Accountant Jr. Level	FINACCTNG	38.0	0%	4.1
Prinz, Bret	EE0006630	EXT3060	Accountant Jr. Level	FINACCTNG	38.0	0%	4.1
Pascal, Amy	EE0006630	EXT3060	Accountant Jr. Level	FINACCTNG	38.0	0%	4.1
Prinz, Bret	EE0006630	EXT3060	Accountant Jr. Level	FINACCTNG	38.0	0%	4.1

DiNardo, John (EE0003520)
 John DiNardo's direct reports

Job title: Accountant Senior
 Job code: EXT4120
 Salary plan: West
 Grade: J
 Paid in: USD
 Pay type: Annual

Data reported in USD (000)

Base Salary					Total Cash at Target				
	25th	50th	75th	Avg		25th	50th	75th	Avg
Market	53.8	59.3	66.3	60.2	Market	0.0	0.0	0.0	0.0
Group median	74.4	74.4	74.4	74.4	Group median	0.0	0.0	0.0	0.0
% market	138%	126%	112%	124%	% market	0.0%	0.0%	0.0%	0.0%

Other Incumbents in Job								
	Base Salary	Bonus Target (%)	Bonus	TCC	TDC	LTI Value	Total Cash at Target	Range Min
Min	54.2	0%	3.0	57.2	64.5	1.2	0.0	53.9
Max	56.0	0%	6.1	61.1	68.4	1.2	0.0	60.4
Average	55.3	0%	3.9	59.3	66.6	1.2	0.0	57.8
Incumbent Actual	74.4	0%	8.3	82.7	95.4	4.4	0.0	53.9
Incumbent-to-Average	134%	0%	210%	140%	143%	372%	0%	93%

Identify groups or individuals that are under/overpaid

Analyze incumbent data to quickly recognize pay discrepancies