

REDEFINING COMPENSATION MANAGEMENT FOR MODERN WORKPLACES

DISCOVER THE PAYFEDERATE ADVANTAGE

JOB MATCHING & MARKET PRICING



01. Match your jobs to benchmark jobs 10X faster with AI
02. Bulk job pricing with ability to fine tune individual jobs
03. Match your jobs to multiple survey jobs
04. Update to the latest survey with one click
05. Apply aging factors for each survey
06. Quickly apply geo differentials to create different pay structures
07. Assign jobs to grades based on market targets
08. Assign market targets to jobs in bulk
09. Slot jobs when there is no market data available
10. View job posting data provided by WageScape

JOB DESCRIPTIONS & ARCHITECTURE



11. Create consistent, complete, and accurate job descriptions
12. Quickly format your job descriptions
13. Apply your job descriptions to a template in bulk
14. Make and track changes to your job descriptions
15. Easily view changes between your previous and current versions of your job descriptions
16. Check for redundant job descriptions
17. Create your Job Architecture faster with AI suggestions
18. Create a visual view of your job architecture with just a few clicks
19. Quickly update your job details with drag and drop and have them reflected immediately in your job architecture
20. View Job Architecture based on various filters such as Family, Function, Grade, Level etc.
21. View Job Architecture in a condensed view to see active jobs only or a holistic view to see jobs on the full job architecture

SURVEY & DATA MANAGEMENT



22. Utilize multiple surveys from one screen
23. Store all your Surveys and Survey Job Matches in one system
24. Survey submissions automated for major survey vendors
25. Track survey utilization
26. Quickly view a list of all your jobs on the Job Catalog
27. Quickly view the list of your jobs that haven't been matched to a survey job yet
28. Customize tables to view columns based on your need (example: only show Job Code, Job Title, Job Family, Employee Count and Average (Emp) Salary and hide the rest of the columns)
29. Drag and drop columns to reorganize tables
30. Export data from tables
31. Provide consistent survey inputs across projects

COMPENSATION STRUCTURES & ANALYTICS



32. View the assigned salary range for each employee
33. View jobs and employees assigned to a range in a Graph or Tabular View
34. Quickly view employees who are below or above the max of their assigned range
35. Create pay structures using various methods (regression, based on market targets, manually)
36. Create and edit Career Tracks and Levels
37. Quickly view a list of jobs assigned to each level
38. Create Budget Scenarios based on different salary structures
39. Create Budget Scenarios based on different types of changes including percentage, compa ratio, range penetration or based on the salary range min, mid, max
40. Quickly compare different Budget Scenarios
41. View Employee Distribution based on custom Compa Ratio and Range Penetration ranges

EMPLOYEE ACCESS, GOVERNANCE & PROJECTS



42. Apply your job descriptions to a template in bulk
43. Get instant metrics (compa ratio, market comparison, etc) in multiple dimensions and scenarios
44. Assess an external offer for internal equity
45. Analyze compensation data based on pre-defined analytics
46. Distribute Employee Total Rewards in a visual view
47. Provide role specific access to different user types (Company Admin, Manager, Employee, HRBP, etc). Example: Employee role only has access to the My Comp page
48. Provide restricted access of employee data based on the user (example, Managers and HRBP roles have access to only their assigned employees)
49. Create and send visual offer letters to candidates
50. Create and manage multiple projects based on your needs. Example: manage different projects based on business units
51. View compensation data based on your company's Currencies