SERVICE PORTFOLIO
COMPENSATION-ONLINE

- Instant Salary Benchmarks
- Integrated Job Grading
- Management Summary
Compensation-Online. Our HR-Tool for Compensation Related Questions

Supports Your HR Management

- when negotiating salaries: Arguing with facts instead of opinions
- recruiting: Determine and justify common market budgets for any job
- job grading system integration: Our job grading system is able to replicate almost any system which you may use
- competent Support: We are ready to support you in all questions regarding Compensation-Online and salary benchmarks

Supports Your Management

- general decisions about personnel costs: Needs for action forced by structural overpayments or underpayments become clear at a glance
- market comparison of the entire company: The Management Summary shows at a glance how the remuneration level of the entire company relates to the competition

Supports Your Safety

- broad database: Approx. 250,000 current data sets are included into our calculations at a time → facts instead of just a feeling
- tailored to your specific needs: Using 24 relevant parameters, compensation analyses can be tailored to the specific information needs of your company, e.g. with regard to your region (in Germany), your company size, your industry and many more!
- over 400 satisfied customers: For over 10 years on the market many hundreds of customers appreciate our results - including most likely your competitors

Is a Modest Investment

- prices: Attractive and competitive conditions depending on company size and desired product package – ask us for details
- return on investment: If Compensation-Online is able to avoid an overpayment of 10% e.g. when recruiting a department head, the investment will usually have paid off in a single instance
Our integrated compensation platform provides **transparency** regarding common market compensation and thus enables our clients to **monitor labor costs** as well as recruit and retain employees.

### Salary Benchmarks

„What is the standard market salary for position XY?“

- **transparency** provided regarding
  - base salary
  - overtime Compensation
  - variable Compensation
  - total cash Compensation
  - corporate Pension Scheme
  - company Car

- **data base**: At all time min. **250,000** current data sets present

- **24 relevant parameter**:
  - more than **200 job families**
  - more than **50 industries**
  - company size
  - education (knowledge)
  - experience (ability)
  - communication skills, strategic impact, psychic and physical requirements

### Job Grading

„How important is the position XY in my company? „What is its value?“

- our Job evaluation system was **developed** and **designed** for online use,
- based on **easy to answer** questions it is
- **simple to understand, comprehensible and user friendly.**
- it integrates **salary bands** based on market data
- it is an **open system** and able to map your **existing job evaluation system**. With any job evaluation performed on our platform you will get the relevant job grade in your system.
- Using our **Management Summary** you compare the compensation characteristic of your company with your relevant market based on a consistent job evaluation system
Instant Compensation Benchmarks

Depending on the accuracy required, fill in the questionnaire:

1 page (20 sec.)
2 pages (50 sec.)
3 pages (2 min.)

Download common market compensation incl. all details as:

PDF
Browser
Excel

for your daily business
Framework for your HR system

Evaluate your jobs and compare the results and ratings between jobs!
Build your own framework to work on these topics:

- How competitive is the overall compensation level of the company?
- Structuring of all positions with regard to their actual importance / requirements / impact
- Defining the compensation level depending on hierarchy levels and job grades
- Realizing a corporate-wide standardized, transparent and comprehensible HR structure
- Compare individual jobs required by German Payments Transparency Law
- Development of career pathways and job title structures
- Which jobs are entitled to the same class of company car?
- Classification of jobs into collective agreements or your own job evaluation system
The comparison of the curves and the individual data can immediately show strategically important fields of action in the remuneration. In this example, you read:

1. dangerous remuneration situation in general – high costs in low grades and low salaries in high grades.
2. too low salaries in the management level – at the risk of loss of important leaders.
3. some outliers with very high salaries marked as red dots - too high costs?
4. quite many salaries below the lower quartile marked as yellow dots (= 75% of people in the market earn higher salaries).

You can retrieve these results for your entire company, for single departments or for single hierarchy levels - the market curve always reflects the relevant market to the selection made.

We can show this graph using our integrated Compensation-Online job grading or your own mapped grading system, showing the related pay scale groups.

We are happy to assist you in performing jobs and employee data...
We will be pleased to answer your questions

Call us or send us an email!
We are looking forward to talking to you!