

# Salary and HR Surveys from A to Z

## Kenexa

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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 life cycle. 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.

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# Kenexa®

## Kenexa Compensation and Benefits Surveys

Kenexa CompAnalyst offers a complete set of flexible, on-demand modules that can be combined to streamline your survey management, market pricing and pay analysis process. Eliminate risks, reduce costs and gain greater efficiency — all in a single Web-based system.

- Store and manage your compensation survey library in a centralized, online repository.
- 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.

### Features:

#### Survey Management and Market Pricing

Centralize your third-party compensation survey data in a shared, online repository. Age, weight, adjust and combine data from multiple sources to create market rates.

#### Pay Equity Analysis

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. Conduct analysis by group, job, employee or manager, and analyze pay practices year-over-year and compare across multiple countries.

#### Salary Structures

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.

#### Merit Modeling

Model the cost of merit increase programs with ease. Build merit matrices based on performance and range placement or market index. Prepare presentation-ready reports on the details and costs of each potential program.

#### Benchmark Data

Leverage our comprehensive database of 100 percent employer-reported benchmark jobs to augment your survey library or fill gaps in an existing data set. Match internal jobs to more than 4,000 benchmark job titles. Search by job family or level, review comprehensive job descriptions and receive immediate data updates throughout the year.

### Areas of Expertise

- Functional
- Industry
- International
- Salary budget planning