HANDBOOK OF

COMPENSATION & BENEFITS

FORMULAS

FEATURING DIANNIE AULD'S EXCEL TIPS

AN ESSENTIAL RESOURCE FOR TOTAL REWARDS PROFESSIONALS
About WorldatWork®

The Total Rewards Association

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CONTENTS

INTRODUCTION

COMPENSATION AND BENEFITS FORMULAS

EXCEL TIPS

<table>
<thead>
<tr>
<th>TIP</th>
<th>Description</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Setting Column Width and Row Height</td>
<td>67</td>
</tr>
<tr>
<td>2</td>
<td>Converting Data from One to Two or More Columns</td>
<td>68</td>
</tr>
<tr>
<td>3</td>
<td>Converting Data from Two or More Columns to One</td>
<td>68</td>
</tr>
<tr>
<td>4</td>
<td>Converting Text to Numbers</td>
<td>70</td>
</tr>
<tr>
<td>5</td>
<td>Converting Text Dates to Formatted Dates</td>
<td>71</td>
</tr>
<tr>
<td>6</td>
<td>Formatting Dates</td>
<td>72</td>
</tr>
<tr>
<td>7</td>
<td>Calculating Age and Length of Employment</td>
<td>72</td>
</tr>
<tr>
<td>8</td>
<td>Calculating Working Days Between Dates</td>
<td>73</td>
</tr>
<tr>
<td>9</td>
<td>Using the VLOOKUP Formula</td>
<td>74</td>
</tr>
<tr>
<td>10</td>
<td>Using the HLOOKUP Formula</td>
<td>76</td>
</tr>
<tr>
<td>11</td>
<td>Naming Ranges</td>
<td>78</td>
</tr>
<tr>
<td>12</td>
<td>Using ISNA and ISERROR Functions</td>
<td>79</td>
</tr>
<tr>
<td>13</td>
<td>Using Counts</td>
<td>81</td>
</tr>
<tr>
<td>14</td>
<td>Measures of Central Tendency</td>
<td>85</td>
</tr>
<tr>
<td>15</td>
<td>Measures of Location</td>
<td>88</td>
</tr>
<tr>
<td>16</td>
<td>Measures of Variance</td>
<td>91</td>
</tr>
<tr>
<td>17</td>
<td>Skewness and Kurtosis</td>
<td>93</td>
</tr>
<tr>
<td>18</td>
<td>Descriptive Statistics</td>
<td>96</td>
</tr>
<tr>
<td>19</td>
<td>Correlations</td>
<td>99</td>
</tr>
<tr>
<td>20</td>
<td>Conditional Sum</td>
<td>101</td>
</tr>
<tr>
<td>21</td>
<td>Using SUMPRODUCT to Calculate a Weighted Average</td>
<td>106</td>
</tr>
<tr>
<td>22</td>
<td>Creating a Distribution Table, Graph Using Histogram</td>
<td>108</td>
</tr>
</tbody>
</table>
PIVOT TABLES

TIP 23 Creating a Pivot Table 113
TIP 24 Report Filter Area, Show Pages/Report Filter Pages Function 117
TIP 25 Using Field Settings Options 121
TIP 26 Refreshing and Grouping Data 126
TIP 27 Sorting Data, Selecting Specific Fields 128
TIP 28 Source Data in a Pivot Table, Creating Pivot Charts 131
TIP 29 Using the Data Filter 133
TIP 30 Using the Custom Data Filter 137
TIP 31 Extracting Unique Records 139

CONDITIONAL FORMATTING

TIP 32 Using Conditional Formatting 143
TIP 33 Using Conditional Formatting Based on Formulas 146

CHECKING DATA

TIP 34 Formula Auditing 150
TIP 35 Checking Sets of Data Against Each Other 152
TIP 36 Setting Up Data Validation from a List 155
TIP 37 Setting Up Other Types of Data Validation 158
TIP 38 Setting Up Data Protection 162
TIP 39 Using the Sort and Custom Sort Function 164

SUBTOTALS

TIP 40 Using Subtotals 169
TIP 41 Using Nested Subtotals 173
TIP 42 Creating Different Statistics in One Subtotal Table 175

IF FUNCTIONS

TIP 43 Using IF and Nested IF 181
TIP 44 Using IF(AND) and IF(OR) 186
TIP 45 Using IFERROR and IF(ISERRROR) 188
TIP 46 Using COUNTIF and COUNTIFS 191
TIP 47 Using SUMIF, SUMIFS, AVERAGEIF and AVERAGEIFS 194

WHAT-IF FUNCTIONS

TIP 48 Using Goal Seek 199
TIP 49 Using Solver 204
TIP 50 Using Scenario Manager 209
TIP 51 Using Data Table 214
REGRESSION ANALYSIS

TIP 52  Linear Regression Using a Scattergram  219
TIP 53  Linear Regression Using Multiple Formulas  226
TIP 54  Linear Regression with Add-In Regression Function  233
TIP 55  Exponential Regression Using a Scattergram  237
TIP 56  Adding Market Data, Pay Ranges to a Scattergram  246
TIP 57  Multi-Linear Regression  250
TIP 58  Pay Discrimination Testing with Multiple Regression Residuals  254

COLUMN AND BAR CHARTS

TIP 59  Creating Column and Bar Charts (Excel 2003)  259
TIP 60  Creating Column and Bar Charts (Excel 2007)  265
TIP 61  Creating a Comparative Column and Line Chart  270
TIP 62  Creating a Pie Chart  277
TIP 63  Creating a Pay Scale Stacked Column Chart  283
TIP 64  Pay Scale Values in Pay Scale Stacked Column Chart  288
TIP 65  Creating Pay Scale Charts Using Stock Charts  292
TIP 66  Creating a Dual-Axis Graph  297
TIP 67  Editing Charts (Excel 2003)  303
TIP 68  Editing Charts (Excel 2007)  305
TIP 69  Creating a Range Penetration Graph  308
TIP 70  Using Left, Mid and Right Functions  314
TIP 71  Len and Trim Functions  321
TIP 72  Initial Caps, Lowercase, Uppercase Functions  325
TIP 73  Dollar and Text Functions  328
TIP 74  Rounding Formulas  333
TIP 75  Distribution Table Using the Frequency Formula  340
TIP 76  Z-scores, and 2 and 3 Sigma Boundaries  346

DATA CONSOLIDATE

TIP 77  Consolidating Data Using 3D Reference Formulas  351
TIP 78  Consolidating Data by Position Using the Data Consolidate Function  356
TIP 79  Consolidating Data by Category Using the Data Consolidate Function  360

ARRAY FORMULAS

TIP 80  Introduction to Array Formulas  365
TIP 81  Single-Cell Array Formulas  368
TIP 82  Multi-Cell Array Formulas  371
TIP 83  Z-scores, COUNTIF, SUMIF, AVERAGEIF Formulas  376
TIP 84  Array Constants  382
PASTE
TIP 85  Paste Values, Paste with No Borders, Transpose  388
TIP 86  Paste Formulas, Skip Blanks, Paste Formats, Format Painter Brush  395
TIP 87  Paste Link, Paste as Hyperlink, ASAP Utilities Sheet Index  400
TIP 88  More Paste Special Options  405
TIP 89  Paste Special: Operation Functions  410

GO TO FUNCTION
TIP 90  Special Options  415
TIP 91  Special Options (Continued)  420
TIP 92  Special Options (Continued)  422

FINANCIAL FUNCTIONS
TIP 93  Future Value Calculation (FV)  427
TIP 94  Present Value Calculation (PV)  435
TIP 95  RATE, NPER and PMT  441
TIP 96  Application to Salaries and Pay Scales  446
TIP 97  Straight-Line and Declining Balance Depreciation  453
TIP 98  Double-Declining Balance and Sum-of-the-Years-Digits Depreciation  461
INTRODUCTION

In the last three decades, the world of compensation and benefits has been through a revolution. But, even as pay programs have evolved, benefits programs have been introduced, and the role of today’s total rewards professional has become more strategic and business-oriented, some fundamentals of the job will always hold true. One such fundamental is math.

We first published the precursor of this book — “Calculate This!” — in 1999. Of course, as the publisher we expected the book to sell well in the marketplace of total rewards professionals. Nothing prepared us for the incredible, year-over-year sales performance that the book has enjoyed in the past dozen years.

In reviewing the title for potential updates, the feedback we received also was consistent: These basic compensation and benefits formulas remain tried and true. Today’s compensation and benefits professionals are looking at more automation in their jobs, less paper and pencil, more keyboard and tablet.

Then, a decade later, Dianne Auld, a WorldatWork member-volunteer based in South Africa, approached us about publishing her wealth of electronic spreadsheet knowledge on the WorldatWork website. Aware of Dianne’s Excel expertise and tenure as a professor of Excel courses specific to total rewards professionals, we were pleased with the partnership that created the popular Excel Tips column. Again, however, while we expected the column to be well received, we have been pleasantly overwhelmed with the response this online feature has received from the WorldatWork membership.

After tens of thousands of click-throughs on more than 100 Excel Tips columns, and repeated requests for the tips to be compiled into a book, we heard you and took action. In our planned update of the formulas book (that didn’t need too much updating), we decided to join the popular Excel Tips with “Calculate This!” to create what you now hold in your hands: “The Handbook of Total Rewards Formulas, featuring Dianne Auld’s Excel Tips.”

It is our hope that this book becomes one of the most frequently used books in your professional toolbox, as its precursors have for other professionals. We also hope that you continue to give us feedback about it so we can continue to improve it in future editions to better serve the profession.

Ryan M. Johnson, CCP
Vice President, Publishing & Community