

SALARY SURVEY - OUR METHODOLOGY

METHODOLOGY

Data Collection

- We gather anonymized proprietary data on salaries, bonuses, and benefits for various functions such as marketing, tech, sales, data science, etc.
- Our data collection process entails our ongoing activities collected via our own Applicant Tracking System we use for all engagements and external benchmarking from well researched, trusted sources to ensure that we capture all relevant information.
- Our experienced researchers support this process and ensure that the data we collect is reliable and accurate.

Job Matching

- We use job matching methodologies to analyze each position and determine the appropriate pay level based on factors such as years of experience, expertise, and responsibilities.
- This ensures that the data we share allows our clients' employees to be compensated fairly and competitively.

Market Comparison

- To further ensure that our clients' salaries and benefits are competitive, we compare the data we collect against market data from similar organizations in the same industry or location.
- This allows us to determine the competitive position of our clients' salaries and benefits.

Presentation of Findings

- Finally, we present our findings in a curated manner that provides a clear view of the market.
- This enables our clients to make informed decisions about their compensation strategies and remain competitive in the job market.

Benefits of Our Service

- Provides a comprehensive approach to salary benchmarking that helps organizations stay competitive in the job market.
- Utilizes a variety of methodologies to gather reliable and accurate data on salaries, bonuses, and benefits.
- Analyzes each position and determines the appropriate pay level to ensure fair and competitive compensation for employees.
- Compares data against market data from similar organizations to determine the competitive position of salaries and benefits
- Presents findings in a curated manner that provides a clear view of the market, enabling informed decision-making about compensation strategies.