

# Case Study | Compensation as a Service

## The Results:

- Developed new salary ranges for each country by function (technical, operations, and G&A roles). Ranges included base pay, bonus targets, and equity grant targets.
- Developed a salary structure with levels for each country and consistent job titles globally.
- Mapped the 300 global employees to the new salary structure and analyzed how employees pay compared to the new ranges.
- Made recommendations on salary/bonus and equity changes based on the new salary structure. Recommendations were made by country, and a recommendation was built by location.
- Presented the new ranges, structures, levels, and employee analysis to the VP of HR and C-suite for approval.
- Developed a communication plan for the new compensation program for Leaders and Employees with presentations, examples, and individual leader meetings by country and function.
- Updated the HRIS system with updated salary ranges, job levels, and job titles for each employee. Also updated approved pay and bonus target changes for affected employees. Added all new job descriptions to the HRIS system for easier access for employees and leaders.

The HR Team had updated EE records to include reporting relationships, new salary structures, and new ranges, and all JDs had been updated and filed in the HR system. The HR Leader was able to run all the required reports and create updated org charts for every function and headcount data. The HR Leader was able to provide all the reports to the C-suite and CE and create updated org charts for every function requested. The HR Leader can now have constructive discussions with employees and leaders on pay with relevant market data.

Ready to Move Forward Together?

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