

COMPENSATION ANALYSIS SOLUTIONS



Pay Data Solution



Survey Management Solution



Survey Participation Module



Salary Structures Module



PAY DATA KEY BENEFITS

- 156+ industries, 28 size groupings, 50,000+ geographic locations
- Job descriptions for every job to match market data
- Auto-save capabilities for all projects
- Link new projects and new jobs to previously built pay markets
- Build “hybrid” positions and composites
- Complete visibility into underlying data inputs
- Flexibility to weight, adjust, and age underlying data inputs

Compensation Analysis Made Easier

Pay Data and Survey Management

HealthcareSource offers flexible, robust compensation analysis solutions that provide a better way to manage compensation market data, surveys, survey participation templates and salary structure models.

HealthcareSource Pay DataSM and HealthcareSource Survey ManagementSM are designed to save time, so that your compensation team can focus on strategy, not manual processes. Our solutions automate the process of creating, managing, and analyzing the compensation market data that influences your salary recommendations and adjustment decisions, and help you stay competitive when you’re recruiting and retaining healthcare talent.

Simplify Compensation Market Data Analysis

Pay Data offers something no other software provider can—the largest decision ready compensation database specific to healthcare, which includes clinical and non-clinical jobs. Our compensation market data solution uses a project-based approach that allows you to create and market-price jobs through indirect access to hundreds of best-in-class, industry specific compensation surveys. With Pay Data, you can publish and analyze the results right within the system.

How Pay Data Works

You chose the job variables that best match your healthcare organization to build multiple pay markets (or scopes), change and add pay markets as needed, and customize job titles. The smart system searches through 4,000+ jobs, including healthcare specific ones, to retrieve a list that best matches your pricing projects. Since healthcare employees don’t always have standard jobs, the solution accounts for this with the “hybrid jobs” feature. Users can check off two or more standard benchmarked jobs within the system to easily price blended roles.

With Pay Data, you’ll never have to recreate the wheel. Historical data and pricing projects are automatically saved within the system as you’re working on them, making it easy to re-visit and update jobs and projects anytime. Pay Data can calculate new market composites with ease—just link your historical pay markets to new projects with new jobs. Pay Data takes the manual processes that would normally take compensation analysts hours and helps your team complete them in minutes.

Match Your Surveys to Your Jobs with Survey Management

In addition to an automated platform for your market analysis process, with Survey Management you can match your surveys to your jobs. Survey Management automates even more of your market pricing process, facilitating better and faster data analysis. For example, the search capabilities help you find survey matches in seconds and build market composites utilizing your own survey data.





SURVEY MANAGEMENT KEY BENEFITS

- All of your compensation surveys stored in a secure, online repository
- Easy, secure implementation process to get your survey data into the system
- All of the data loaded for you every year
- Recommended matches, so you can find the right jobs and the right data, quickly



SURVEY PARTICIPATION KEY BENEFITS

- Pre-built survey participation files for all of your surveys
- Includes all of your matches and employee data
- Data exports in each vendor's specific format
- Automatically built for you every year

How Survey Management Works

With Survey Management, we'll load any of your preferred existing third party surveys into the system, so that you can use our solution to match and price your jobs quickly, accurately, and consistently. We'll also load any industry specific cuts, such as healthcare, and compensation fields from your surveys that you'd like to see. Once you have your survey matches, they'll be stored year after year. Survey Management gives you visibility into your survey sources, including all survey fields, so that you can drill down into the data to find and utilize the matches and data cuts that are most relevant to your needs.

An additional benefit of Survey Management, or an add on to Pay Data, is the HRIS import service. Using a replicated flat file, we'll get your employee data loaded into the system. With your employee data on hand, you can match the organization, job titles, and employee records to your surveys, ensuring that your data analysis is as accurate and consistent as possible.

Simplify Survey Participation

With Survey Management, we also simplify the survey participation process for you with the survey participation module. The survey participation module actually creates your survey participation files for you every year, which means you can spend more time focusing on things that matter, such as strategic compensation decisions.

How Survey Participation Works

We'll compile all of your survey participation information, such as due dates, new or revised survey job codes and descriptions, data submission formats, links to publishers, websites, and more. You can interactively build your survey submissions by replicating previous year's matches, adding new positions, and generating data submission worksheets. We program each survey provider's participation format, so that you can generate spreadsheets that match the publishers' requirements.

Salary Structures in Days, Not Weeks

The salary structures module that comes with Survey Management equips your team to quickly and accurately design salary structures, based on your compensation market data. Let the salary structures module do all the heavy lifting for you—from automating regression analysis to helping spot data errors and outliers before they become a problem. Our configurable tool can also automate what is typically a multi-week process into just a few days or hours, so that you can spend more time doing value added work, like consulting with managers and making strategic decisions.

How Salary Structures Works

With salary structures, you can create a proposed structure model based on a variety of factors, such as the average market rate for all of the priced jobs in each grade, a regression equation, an increase in the current structure ranges by a specified percentage or by manually inputting the proposed numbers (minimum, midpoint, maximum).

The tool also gives you the capability to create models to determine salary increases based on performance rating scores and compa-ratio or range penetration. The system will then determine the employees that fall into each matrix cell and the increase amount spent, based on the model. You can then drill down to view a list of employees within the cell and their proposed increase amount and percent.





SALARY STRUCTURES KEY BENEFITS

- Model an unlimited number of structures
- Graphing capabilities to see the impact of your changes, quickly
- Multiple types of regression analysis
- Directly linked to survey data and company information (employees, jobs, etc.)

On-Going Support and Training

Our compensation analysis solutions are intuitive and easy-to-use, which means we'll have you up and running quickly. But we want to ensure you're able to harness our solutions for compensation best practices. Thanks to our relationship with PayFactors, a company with deep expertise in compensation, we can offer direct access to Certified Compensation Professionals (CCPs). CCPs can guide you through the compensation survey cycle and share best practices. Meanwhile, HealthcareSource will always be your first point of contact, coordinating the delivery of the data and support services. The HealthcareSource Client Services team has nearly 200 years of combined healthcare talent management experience, and our goal is to make sure you're successful with our compensation analysis solutions.

Flexible Solutions for Healthcare Compensation Analysis

Using the Pay Data or Survey Management solutions, with the survey participation and salary structures modules, means projects that used to be painful and time consuming are easier and faster. With empowerment for your compensation team as the goal, data can be aged, adjusted and weighted according to your compensation philosophy, and you can create, change, and maintain your benchmark pricing—quickly.

You can purchase Pay Data to harness accurate, industry-specific, up-to-date survey data from over hundreds of surveys. Alternatively, you can utilize Survey Management, with the survey participation and salary structure modules, to focus on your own data from your preferred survey sources. Both solutions offer the option for HRIS import, making it easier to match employee data with survey data. Whether you're looking for best-in-class data at your fingertips or a better way to manage your surveys, HealthcareSource has the right solutions to meet your compensation analysis needs.



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About HealthcareSource

With more than 2,500 healthcare clients, HealthcareSource is the leading provider of talent management solutions for the healthcare industry. The HealthcareSource Quality Talent Suite™ helps healthcare organizations recruit, develop, and retain the best workforce possible in order to improve the patient and resident experience. The company's cloud-based talent management solutions include applicant tracking, behavioral assessments, reference checking, employee performance, compensation, competency and learning management, and eLearning courseware. A private company focused exclusively on the healthcare industry, HealthcareSource consistently earns high marks for client satisfaction and retention. HealthcareSource has been regularly ranked as a leader by KLAS Research for Talent Management, in addition to recognition in Healthcare Informatics 100, Modern Healthcare's "Healthcare's Hottest," Inc. 500|5000, Deloitte Technology Fast 500, and Becker's "150 Great Places to Work in Healthcare" list.