

SUCCESS STORY

WE DON'T JUST DEVELOP APPLICATIONS
WE DEVELOP POTENTIAL — YOURS!

Challenge

Download and chart thousands of employees' salaries against market pay references for compensation comparison

Solution

An Excel program that sorts, formats and charts the data automatically

Results

Charts are made in minutes allowing time to be spent analyzing and annotating the data before presentation

SPEND LESS TIME AGONIZING AND MORE TIME ANALYZING

The Human Resources department in a division of a large Swiss pharmaceutical company asked I Get It! Development to help automate the process of comparing employee compensation to market pay data. The division has about a thousand employees in the Silicon Valley area. I Get It! Development built a program that reduced the time involved in creating the charts from several days to less than a minute.

Challenge

Human Resources is responsible for making sure that all employees are compensated fairly — both within the company and as compared to equivalent positions in other companies. Compensation survey companies provide industry-specific data in order to make this comparison possible. A typical chart shows 20-25 employee salaries as a bar chart overlaid with horizontal lines showing industry compensation at the 25, 50, 75 and 90 percentiles. Creating the charts involves:

1. Import a database download of all employees' compensation
2. Sort by job title
3. Delete all job titles with fewer than 4 incumbents
4. Create scores of charts showing individual compensation versus market pay references, and, if a job title has more than 25 incumbents, create multiple charts for that title.

The charts show any compensation discrepancies at a glance and are very valuable. However, this labor intensive process takes several days.

Spend Less Time Agonizing and More Time Analyzing

Do more with your time. Do more with your brain. Leave the mindless copying, sorting, grouping and charting to your computer. Take the resultant data and charts and use your human brain to analyze them. Don't just deliver data to your boss or your customers — provide them with actionable intelligence.

Contact I Get It! Development and get yourself a promotion from robot to human.

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“ The time savings for me is incredible! Now I can concentrate more on data analysis versus spending so much time charting. This process can be applied to any number of employees. I can't thank I Get It! Development enough for simplifying this tedious task at this busy, busy, busy time of year for me! ”

Solution

I Get It! Development worked directly with the HR manager to create a program which would automatically recognize which job titles to ignore and which job titles to chart. As noted earlier, some job titles had more employees than could reasonably (and clearly) be displayed on a single chart. The program takes job titles with more than 25 employees and creates as many charts as necessary, each on a separate page. For instance, if one job title has 70 incumbents, the program creates 4 charts: 3 charts with 20 employees and 1 chart with 10. All of these “same job title” charts use the same market pay references for comparison, and all charts scales are made the same to enhance comparisons between the charts.

Results

The process of creating the charts now takes less than a minute. The compensation manager then has time to analyze the data and annotate it. If an employee falls too high or too low compared to market pay references, their unique circumstances can be investigated and noted on their chart. The head of HR, when reviewing the charts, can quickly see what the data means and decide what needs to be done.

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