

Build a Competitive Compensation Strategy with Workforce Analytics

When your most important asset walks out the door at the end of every day, you need to make sure they'll keep coming back. Optimizing your workforce recruitment and retention programs—compensation and training policies—has never been so critical to your company's success as in today's competitive employment market. You want your hiring practices and compensation strategies to be generous enough to attract and retain the best employees, but you must strike a balance and keep costs in line. Workforce issues are complex, governed as they are by multiple factors and data from disparate sources.

You need to:

- **Measure** and monitor your HR performance in a “budget vs. actual” view of multiple performance metrics to identify opportunities for improvement.
- **Analyze** your current workforce situation in the context of your industry and geography to identify opportunities and develop a strategy for improvements.
- **Plan** to implement that strategy by simulating the effects of those improvements and sending new business rules to your core HR system.

[PeopleSoft Workforce Analytics](#) provides focused views of multidimensional data that monitor the effectiveness of recruitment and compensation programs and keep them aligned with your workforce strategy. Like all [PeopleSoft Enterprise Performance Management](#) business analytics solutions, the focus is on infusing strategy into your company's everyday operations. Using browser-based technology, PeopleSoft Workforce Analytics delivers key information directly to the desktop of the people who make workforce-driven decisions.

Measure with Scorecard

To help you measure the effectiveness of your workforce initiatives and the impact of your workforce on current operations, [PeopleSoft Workforce Scorecard](#) evaluates and communicates company performance, staffing, turnover, HR readiness, compensation, and competencies. It enables your HR organization to:

- Organize strategic thinking and performance measurement
- Clarify and build consensus on strategic directions
- Clearly communicate strategy and success measures
- Align functions and increase focus on priority initiatives
- Understand the cause and effect relationship between HR strategies and other measures

Analyze with Insight

[PeopleSoft Workforce Insight](#) analyzes historical performance and enables industry and best practice comparisons by combining human resources, financial, and external benchmark data from such key survey providers such as the Saratoga Institute, Hay Group, Aon Consulting/Radford Surveys, and Towers Perrin in one system. As a result of such analysis, you can take action on the most important and most profitable issues.

Key factors you can measure with PeopleSoft Workforce Insight include:

- Workforce productivity in terms of overall revenue
- Training investment compared to industry norms
- Compensation plan competitiveness in key geographic areas
- Average turnover rate for a given job compared to industry norms
- Cost-effectiveness of your hiring practices
- True impact of employee defections on the organization's financial performance
- Effectiveness of attraction and retention strategies

Plan and Implement with Rewards

[PeopleSoft Workforce Rewards](#) helps you plan and build a competitive compensation strategy by determining the overall value of your compensation package and putting that information in the context of the overall marketplace. Its simulation capabilities help evaluate how salary and benefit changes might affect your workforce.

- Market-Based Pricing compares your organization's compensation structure to published surveys for similar jobs.
- Base Pay Structure reinforces your company's pay strategy by developing pay structures based on Market-Based Pricing output.
- Workforce Simulation helps project growth and reduction to create a simulated workforce as input to compensation planning.
- Compensation Planning and Simulation enables you to analyze the cost and return on investment of multiple base and incentive pay plan scenarios.
- Retention Planning tools—Employee Survey, Risk Assessment, and Impact Assessment—can track employees who possess critical skills, represent a high development investment, or show high potential for future development, and help you reduce turnover in key areas.

Strategy into Action

PeopleSoft Workforce Analytics results in knowledge that you can act upon. You can ensure that your salaries are on par with the industry and that pay is tied to performance. You can learn how to keep the employees you value most, and find out what you need to do to recruit more. When you thus align your workforce policies to your informed strategy, the result is a competitive advantage.