



A NEW PAY TRANSPARENCY PLAYBOOK

In the current business environment, Payfederate understands that 'trust' and 'authenticity' are important factors in the existing employer value proposition. This primarily reflects an effort to mitigate workforce sentiments such as a lack of control or a lack of feeling valued.

HR policies and practices have evolved to be anything but static, either by trying to enhance organizational agility (an apparently universal business goal) or by matching company culture and values with a new set of employee needs and expectations.



Pay transparency programs that revolve and are executed successfully on salary ranges determined by salary or compensation surveys provide a logical and justifiable explanation for the values placed on particular jobs or skill sets.

The world of **compensation benchmarking** is gradually changing due to transparency requirements.

Payfederate ensures a more real-time composite picture of pay considerations, basically a custom-crafted lens for each organization's operating dynamics.

Payfederate believes that relevant data can be brought together to guide optimal decision-making.

- Extremely reliable
- Huge competitive advantage