PayScale

PAYSCALE INSIGHT LAB

STAY COMPETITIVE NOW & IN THE FUTURE

Experienced team of comp pros to help benchmark your jobs, support in a quick implementation, and partner to build a comp plan that will grow with your business.

WE KEEP IT SMART & SIMPLE

Smart, easy-to-use software that provides decision-ready data in a visually friendly and accessible format.
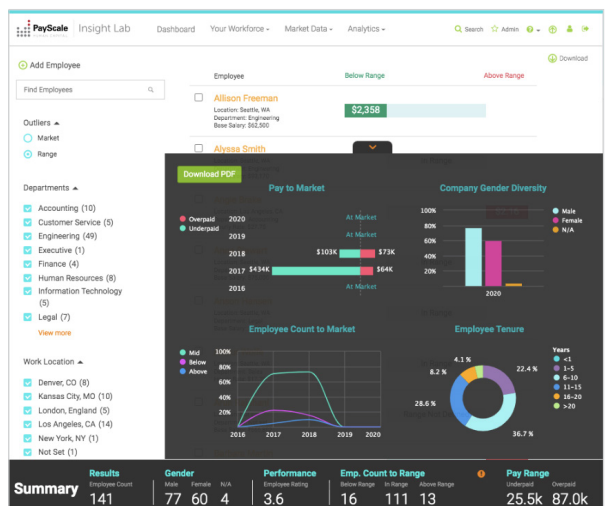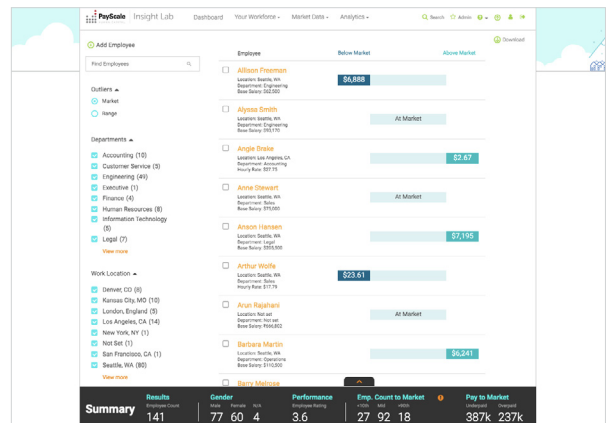
THE RIGHT LEVEL OF DATA

Validated, built-in datasets let you know what companies just like you are paying for jobs, and skill-specific data to keep an eye on market trends for fast moving jobs.

GET ORGANIZATIONAL BUY-IN

Exclusive, manager ready, functionality to power line managers to make pay decisions, while establishing HR and executive alignment.

INSIGHT LAB DELIVERS SMART, EASY TO USE COMPENSATION MANAGEMENT SOFTWARE WITH TRANSPARENT DATASETS, INTUITIVE STRUCTURE MODELING, YEAR-OVER-YEAR ANALYTICS, AND BEST-IN-CLASS SERVICE AND SUPPORT TO ENSURE YOU ARE QUICKLY SET-UP TO ATTRACT AND RETAIN TOP TALENT.

Insight Lab's intuitive, complete compensation solution will help you to develop a bold people strategy, leverage fresh-skill based data to pay competitively, and make comp a team sport by involving all the right people in the pay process to make informed decisions. Only PayScale delivers integrated manager made tools to ensure organizational alignment, and communicate pay to employees, resulting in a steadfast employer brand and sought-after company culture.

CORE FEATURES: INSIGHT LAB

Insight Lab's core features allow you to build a pay strategy and structure with validated, native datasets, easy-to-use and visually-friendly analytics, all with expert support from a savvy team of compensation professionals who live and breathe compensation.

BUILT-IN, VALIDATED DATASETS

Built-in datasets backed by data transparency documentation

PayScale's skill-specific Crowdsourced Data
PayScale's 100% employer sourced, Company Sourced Data
Fresh, robust data, updated quarterly

ROBUST ANALYTICS

Employee Summary Panel
Diagnostics bar
Pre-baked Reports
Configurable reporting and analytics

POWERFUL SEARCH

Search for anything
Filter by any field
Learns the more you use

COMPENSATION STRUCTURE

Structure Modeling
Range penetration
Job-based ranges
Dynamic Merit Matrix

SECURITY

Hosted on AWS
Admin controlled user roles
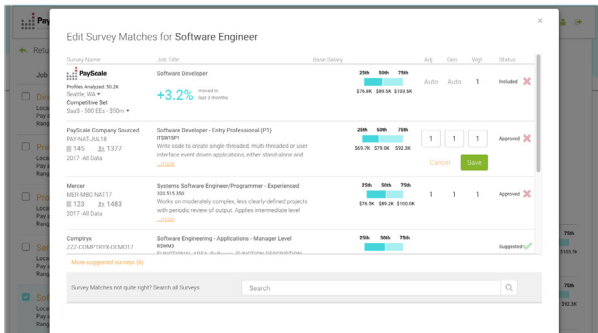SOC II Type I certified

ADMIN SUPPORT

HRIS API Integrations
Export to Excel, CSV, & PDF
Assisted survey year migration
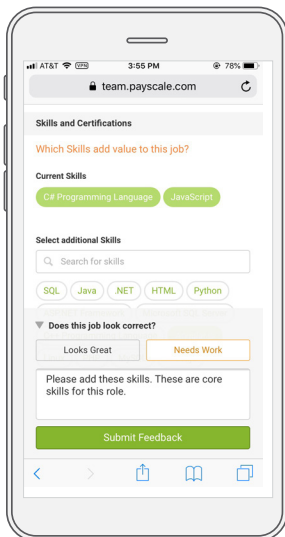
ADD-ON FEATURES: INSIGHT LAB

Insight Lab offers optional add-on features to help you manage and communicate a competitive pay strategy.

ALL YOUR DATA IN ONE PLACE

Blend multiple data sources, including industry standard surveys with Insight Lab's built-in Company and Crowdsourced data, in a simple and visually friendly interface to ensure pricing is accurate for every job.

- Simplify the complex process of data (survey) management
- International survey management
- Full configurability to weigh and adjust surveys
- Use your existing salary surveys
- Assisted year over year survey migration
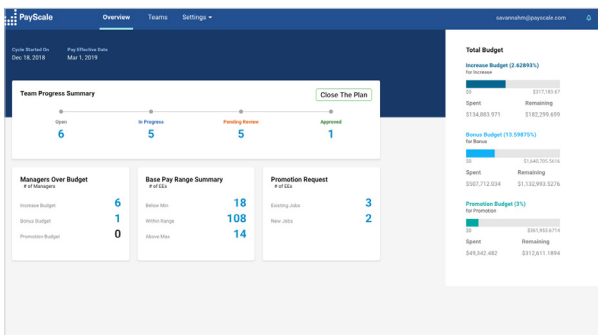- Auto-suggested surveys

BUILD TRUST WITH YOUR MANAGERS

Managers know the jobs on their team best. Job Collaboration is built to involve managers in the pay process, increase alignment and establish a streamlined workflow; resulting in more accurately priced jobs.

- Send job for review directly to manager
- Manager can suggest updates to skills that effect pay with the touch of a finger
- Less time in meetings and email, more time to be strategic
- Immediate manager input to get pay right

ACCELERATE YOUR NEXT INCREASE CYCLE

PayScale Team is the markets leading unified manager solution, built for managers to take ownership of pay change decisions, while HR remains in control. Integrated in the PayScale platform, Team is built to make the increase cycle simple through an intuitive software that connects directly to Insight Lab, ensuring data is always up to date and leaving no room for error.

- Replace spreadsheets and messy workflows with reliable software built for managers
- Drive home your pay strategy through your increase cycle
- Foster confident managers who are empowered to communicate comp
- Flexible budgets built from your strategy
- No data uploads needed. Data syncs directly from Insight Lab.

PAYSCALE DATA CHOICES

The compensation landscape is changing. Get to the right answer with PayScale data.

Build trust throughout your organization with PayScale's highly-specific, detailed, defensible salary data. More than 7,000 customers rely on PayScale Data Products to build total rewards programs that give their organizations a competitive edge on recruiting, engaging, and retaining talent. PayScale Data Products give you the flexibility to mix and match the strengths of different sources to fit your team's goals.

PAYSCALE OFFERS THREE DISTINCT CATEGORIES OF DATA PRODUCTS

Company Sourced Data and Crowdsourced Data are included in your Insight Lab subscription and appear natively in your account. PayScale also offers Third Party Data via our alliance with Mercer and supports other traditional surveys.

CROWDSOURCED DATA

Accurately price hot jobs in today's most competitive markets with PayScale's expertly curated Crowdsourced Data. The transparency and detail of this comprehensive salary database makes it simple to present defensible compensation information to execs, managers and employees.

- Price roles using North America's largest, most current compensation database
- The only compensation data source that provides information on specific skills, certifications and competencies paired with company size, industry, and location
- Easily find relevant matches for your workforce. PayScale Crowdsourced Data includes organizations of all sizes--from small to enterprise--in a swath of industries, as well as hard-to-find rural metros
- Proactively value in-demand roles with evergreen data that is always up to date

COMPANY SOURCED DATA

With Insight Lab you gain access to the PayScale Company Sourced Data Community, made up of more than 1,100 participating employers and containing more than 4,000 jobs. All of the benefits of a 100% employer-sourced survey without having to manually participate.

- Evergreen data is updated quarterly with new releases automatically added to the Survey Library.
- No traditional participation necessary.
- Automatically matched for your approval, based on work you've already done.
- Unparalleled breadth: participants include Fortune 1000 companies as well as MM and SMB as well as a broad range of locations from rural to large metros

THIRD PARTY DATA

PayScale's Insight Lab platform supports a variety of third party surveys. For those who wish to purchase traditional surveys, PayScale has formed a strategic alliance with Mercer, the most trusted name in compensation data. We now bring the power of Mercer's expansive compensation data set right into your product, with Mercer Surveys appearing seamlessly within your Survey Library.

OUR CUSTOMERS LOVE PAYSCALE.

From the fastest growing startups to the fortune 500.

"We'd used (another compensation software vendor) in the past. It delivered the average of the averages, which isn't quite as good. With PayScale Insight Lab, we're able to access a good midpoint with both crowdsourced and published data."

— Samantha Witte, Senior Compensation Analyst, OneMain Financial