



# Compensation Analysis

It's no surprise that pay plays a key role in attracting and retaining top talent. But when the market price for top talent changes rapidly, it can be difficult to know where your offer stands.

With SharedHR's compensation analysis, we evaluate your organization's base compensation structure as it exists and help you determine where it needs to be in the future. We review your current offerings, compare against market rates, and offer recommendations for improvement. Our goal is to develop a compensation plan that aligns and reinforces your business strategy.

## A Competitive Package

With SharedHR's compensation analysis, we review your payroll and compensation structure to ensure that it aligns with your organization structure and strategic staffing plan to support future growth.

### As part of our compensation analysis, we will:

- **Assess** the market competitiveness of your current compensation plans.
- **Confirm** a compensation philosophy consistent with your organization's values.
- **Create** a structure of base compensation ranges that match the unique positions in your organization.
- **Produce** total compensation statements that communicate the value of benefits as well as total cash compensation.

**SharedHR** is a management and human resources consulting firm. We offer services across the entire HR spectrum, including HR outsourcing, senior-level consulting, and HR payroll and benefits technology systems implementation.

For over 30 years, privately held companies and non-profits of all sizes have partnered with SharedHR because of our technical expertise, extensive management and HR knowledge, and dedication to outstanding customer service.

## The Right People

To attract and retain top talent to your organization, you need an attractive, market-rate compensation package. Organizations that fail to maintain compensation that is both externally competitive and internally equitable will struggle to recruit and retain top-level employees, and worse, risk employment liability.

## Clear Communication and Employee Retention

Because employees can access competitive salary information online nowadays, we recommend approaching compensation with transparency.

A well-researched compensation plan will make your workforce feel respected and valued, and by understanding the competitive landscape, you'll have the knowledge you need to make informed decisions about your organization's structure and growth plans.