COMPANALYST MARKET DATA

Frequently Asked Questions
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What if I can't find the job I am looking for?

It is possible that the job you are looking for isn’t in the CompAnalyst database. If it's not in the database, you can contact our Account Management team using the email, phone number, and/or live chat feature provided on the CAMD dashboard to ask for the job to be added. If sufficient data exists, the job may be added over time.

Why does CompAnalyst provide market data for these particular 187 metropolitan areas? What if mine isn’t covered?

CompAnalyst covers the 187 largest metropolitan areas in the United States. These are the areas for which we can conclude fair-market compensation information. If your market is not included, consider searching under your state, or using your zip code to estimate the market in your particular location.

Are the adjustment factors the same for every job?

No. Each individual job has its own complement of adjustment factors - one for each industry, each geography (region, state and metro), and each company size (revenue, assets, and FTEs).

How does pay differ based on industry?

Different industries have different pay philosophies and pay practices. Across industries, however, certain jobs require the same skills and experience, and command the same (or very similar) compensation levels. Traditionally, administrative and lower-paying jobs were the most common jobs of this category. More recently, some technical jobs have also become in universal demand and, therefore, the compensation practices have somewhat leveled out across most industries.

How does pay differ based on geography?

Pay differs by geography as a reflection of the cost of living in the geography and the market demand for a given job. Although cost of living is a major factor, the difference in pay between two geographies is not always the same as the difference in cost of living. Organizations will pay more to attract the right people and people will take less pay (on a relative basis) to work in a desirable place. Also, the more money a person makes, the less he or she is affected by the local cost of living. Much of a person’s compensation is used for items that are not affected by cost-of-living numbers (e.g., cars, boats, vacation homes, college tuition, savings, investments, etc.). For this reason, the geographic pay differentials have less impact on higher-paying jobs.

How does pay differ based on company size?

Pay differs by company size as a reflection of the scope of responsibilities, and to a lesser degree, the maturity and cash position of the organization. The scope of responsibility is generally limited to more senior people, and those whose responsibilities are significantly broader and more encompassing in larger organizations. The pay ranges for other employees generally show less variance based on the size of the company. For example, the CFO of a $10 billion company would be expected to earn much more than the CFO of a $10 million company. However, the pay
for a delivery person in each of the same two companies would be similar. The above comments are the same whether the measure of size is revenue, FTEs, or assets. These measures are simply a calibration of size reflecting what makes the most sense for different organizations.

Not all jobs have significant change in pay from one industry to another or from one company size to another (e.g. secretary). How does Comp Analyst account for this?

The analysis embedded in Comp Analyst takes into account the relative impact industry has on the pay practices for each of the more than 4,000 reported jobs. Each job and scope factor combination has its own series of factors derived from actual reported matches. By looking at Comp Analyst’s industry comparison report, you will see how industry affects the pay for a given job.

Is it legitimate for a compensation professional to use an estimated market rate?

Absolutely, as long as the estimates are based on valid data, professional standards and an understanding of the market being estimated. This is exactly what a compensation professional is required to do when survey data is not published or available for a specific job and scope combination. The compensation professional must estimate the market pay for that combination. With Comp Analyst, Salary.com's compensation professionals have performed the analysis and pre-generated those estimates, consistently applying the same methodology for all such data points. The information is immediately ready for the compensation professional to use.

How were the jobs included in the Comp Analyst data set selected?

The initial list of jobs included in Comp Analyst was created by Salary.com's team of compensation consultants. The list is based on the most commonly benchmarked jobs and those for which reliable information is available. In addition, Salary.com continually collects data from our corporate clients, who identify specific jobs and job families they believed should be included. In addition, each year, Salary.com updates and continuously supplements all of its data with its own new and external surveys.

When will new jobs be added to the Comp Analyst data set? What will they be?

Salary.com will add new jobs and job families to Comp Analyst on a monthly basis. If there are certain jobs or job families that are not in Comp Analyst that you think are important for inclusion, please contact your Customer Success Team to ask for those jobs or families to be added. If sufficient data exists, the job will be added over time.

Which organizations' data is included in this dataset?

Comp Analyst includes data from more than 7,500 organizations representing all industries, all types and all sizes - public and private; for profit and not-for-profit; small, medium and large; old and new.
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Salary.com Director of Licensing  
610 Lincoln Street  
North Building, STE 200  
Waltham, MA 02451  
U.S.A.