

## SHRM Compensation Data Center: Webex Q&A

### **Q: Is the data you offer gathered from employees or employers?**

A: All of the data available as part of this free trial is from Salary.com's CompAnalyst Market Data, which is a 100 percent HR-reported dataset. This data is gathered from employers and does not include any self-reported data from employees.

### **Q: From which survey providers do you purchase data?**

A: We purchase more than 300 commercially available surveys annually, but our agreements with our survey data providers do not allow us to name the specific providers from which we purchase data.

### **Q: Where does your data come from?**

A: The methodology behind Salary.com's CompAnalyst Market Data is a state-of-the-art process for benchmarking and analyzing jobs that builds on the professional industry standards employed by compensation analysts. When adding jobs to the CompAnalyst Market Data database, Salary.com's team of compensation consultants selects and validates surveys, benchmarks jobs to multiple surveys, aggregates data, and reviews and adjusts results, as necessary, to produce accurate results for every job, every time. To determine the true market rate for each job reported in CompAnalyst, the Salary.com team reviews all available market pay data on a monthly basis, ensuring that CompAnalyst users have access to up-to-date, accurate market data.

With this unique methodology, Salary.com is able to publish an up-to-date estimated salary range for any position in any market, even when individual surveys do not have sufficient data for that job or market. Using the new CompAnalyst architecture, which defines relationships between job family, function, and focus, Salary.com is able to fill in the gaps left by traditional compensation surveys, producing accurate estimated salaries for jobs that other data sources do not cover.

The summary below highlights the key steps in the methodology behind CompAnalyst Market Data.

1. The Salary.com compensation team creates a job description that summarizes the key aspects of each job in the CompAnalyst dataset. Each job is categorized into a family, function, focus, and level to group related jobs in the CompAnalyst architecture.
2. Salary.com identifies and purchases the most-current compensation surveys available, selecting only those surveys published by leading compensation data firms that adhere to the standards set by WorldatWork.
3. Salary.com's compensation consultants match job descriptions to the most-comparable jobs from each available data source. Each job must be matched to multiple survey sources to be published in CompAnalyst.
4. Expert compensation consultants create a composite view for each job with each set of scopes, taking into account the statistical reliability and the effective date of the data. The team further analyzes the data for any industry, geography, or company-size biases that could be inherent in a given survey report. This ensures a comprehensive analysis of the compensation market for each job for which the data is sufficient to report.
5. The Salary.com team identifies those scopes for which data is insufficient. Combinations that exist (or may reasonably be assumed to exist) but for which specific data is not available are identified manually. For these jobs, the team uses information on similar jobs or scopes to interpolate or extrapolate a best estimate of reasonable market salary ranges. For each job title, the compensation consultants create a series of adjustment factors that reflect the relative impact industry, geography, and company size have on the market pay for that job. During this process, if the team identifies irregularities (e.g., dentist in the media industry), salaries are reported as "not applicable."
6. The Salary.com compensation team consistently updates the data every month to incorporate the most current information available and to reflect salary movement. As Salary.com identifies and incorporates new surveys, the team replaces extrapolated market information with data based on the new market information. Job titles are updated, and new jobs are added to the database during these reviews.

**Q: Is there a recording of this webinar?**

A: Yes, the recording can be accessed at <https://youtu.be/Al3nPukmKVU>.

**Q: Are the surveys you purchase validated?**

A: We purchase data only from survey providers who collect HR-reported market data that complies with federal safe harbor guidelines and aligns with WorldatWork compensation best practices. Additionally, as part of our data review and aggregation process, we identify and address significant data outliers before adding new data to our dataset.

**Q: Which organizations' data are included in this dataset?**

A: CompAnalyst Market Data includes data from more than 7,500 organizations across 225 diverse industry breakouts. The data covers companies of all sizes, ownership types, and tax-exempt statuses. Because our dataset is compiled from hundreds of commercially available surveys, and our agreements with our survey providers preclude us from publishing participant information, we do not publish a complete list of participating organizations in CompAnalyst Market Data.

**Q: Can I see how many organizations and incumbents are included in a particular job report?**

A: This information is not included in a job report, but you can get it in the free trial experience for SHRM members.

**Q: How frequently is your data updated?**

A: We update our pricing information on a monthly basis to account for market changes and new survey data inputs to our database. We also add new jobs to the dataset monthly.

**Q: How current is your data?**

A: Because the data is updated monthly, the dataset always reflects the most up-to-date data possible.

**Q: Is the Fair Labor Standards Act (FLSA) status reported for all positions?**

A: Yes, we display the typical FLSA status for each position on the job report.

**Q: How is salary information for different geographic areas obtained? Do you collect local data, or do you rely on geographic differentials applied to national average data?**

A: We leverage local data whenever it is available and use proprietary machine learning algorithms to adjust data for breakouts for which data is not available in surveys.

**Q: Do you use cost-of-living differentials to derive local data breakouts?**

A: Geographic differences in pay are a reflection of the cost of living in a given geographic area, the cost of labor in that geographic area, and the market demand for the given job in that specific pay market. Although cost of living is a major factor, the difference in pay between two geographies is not always the same as the differences in cost of living alone. Because of this, we do not rely on cost-of-living differentials to scope our data to a specific geographic region.

**Q: What types of pay items are available in a job report (e.g., base salary, total cash compensation)?**

A: The scoped salary data for a job in a given scope is presented in two pieces: base pay and total cash compensation (base pay plus annual cash incentives). The job report displays the 25th, 50th, and 75th market percentile for these values, along with the national median salary structure data for each job.

**Q: What do the 25th, 50th, 75th, and average values represent in a job report?**

A: The market pay level is based on the median, or 50th percentile, of all salaries reported for a given job, and the results display the median along with the interquartile range for both base and TCC. The minimum of the range is the 25th percentile, which means only 25 percent of salaries reported for a particular job fall below this level. The maximum of the range is the 75th percentile, which means 75 percent of all salaries reported for that job fall below this amount (i.e., 25 percent fall above this amount).

**Q: Do you capture information on the required skills, competencies, licenses, and certifications for positions in your database?**

A: Yes, and these can be found within the job description for each job, which appears on the upper left-hand side of each job report.

**Q: Can I search the dataset for positions that typically require specific licenses?**

A: Yes, you can use our universal search feature to search for jobs by job title, job description content, certifications, licenses, and more.

**Q: How do you define a hybrid job?**

A: A hybrid job (e.g., artisan baker) is a blend of two or more benchmark jobs from the CompAnalyst database (e.g., artist and senior baker/pastry chef). These component jobs may be equally or unequally weighted to form the hybrid role.

**Q: Can I create a hybrid job in a job report?**

A: You cannot create a hybrid job for use with one job report credit. If you would like to use job reports to create a hybrid job offline, you will need to run two (or more) job reports for your component jobs, assign weights to them manually, and use these values to create a hybrid in Excel or another program.

You can create hybrid jobs in the member-exclusive free trial. To hybridize a role out of two of the HR roles, add both component jobs to your pricing cart and then select the Hybrid Job option.

**Q: How do you define a hot job?**

A: Hot jobs all have two things in common: fierce competition for talent and higher salaries. We typically classify hot jobs into one of two groups:

- A new or emerging job, especially one that requires specialized skills.
- An existing job where the local demand is high, but the supply of skilled labor is low.

**Q: Do you offer data for countries besides the United States?**

A: At Salary.com, we offer participant-only survey data for 100 countries, as well as HR-reported, aggregate CompAnalyst Market Data for 17 countries. Our global datasets are not a part of the SHRM job reports or free-trial access programs, however.

**Q: Can we view job-focus reports for non-HR positions we purchase as job reports?**

A: This is not a feature that is available in job report purchases, but it is available in the full CompAnalyst Market Data subscription.

**Q: How can I participate in a Salary.com survey?**

A: There is no participation required to access SHRM job reports or the free trial for SHRM members.

**Q: I don't see data for some of the entry-level positions I'm recruiting for (e.g., housekeeping jobs). Does your data coverage tend toward professional and career-level jobs?**

A: Our dataset covers 15,000 unique job titles, from entry level through career- and executive-level jobs. To answer the question about housekeeping jobs specifically: We have multiple benchmark jobs in our library with housekeeping duties, including housekeeping services coordinator, housekeeping supervisor, housekeeping manager, and head of housekeeping. Visit the [SHRM Compensation Data Center](#) online to learn more and to search our entire job catalog.

If you are looking for survey data specifically, visit Salary.com, which offers both global and U.S.-based survey data via our Compdata and IPAS surveys. These surveys are available for purchase on the [Salary.com online store](#), or by calling 617.631.8000.

**Q: If I participate in a Salary.com survey, will I receive a discount on job report purchases?**

A: No. Discounts on job reports are exclusive to SHRM members.

**Q: I don't see the job I'm looking for in the dataset. Do you have data on other positions available for purchase?**

A: Our survey data covers more than 25,000 unique job titles, including hard-to-find, industry-specific roles. If you cannot find the job you're looking for in the listing on the [SHRM Compensation Data Center](#), call 617.631.8000 for assistance.

**Q: Is there an option to purchase unlimited job reports?**

A: This is not a feature that is available in job report purchases, but it is available in the full CompAnalyst Market Data subscription.

**Q: How much does a subscription to CompAnalyst Market Data cost?**

A: Pricing for CompAnalyst Market Data depends on the size of your organization. Please call 617.631.8000 to get a customized quote.

**Q: What is a report credit?**

A: A report credit gives you the ability to run a single-position report. One report credit is good for one single-position report.

**Q: Does CompAnalyst integrate with other HR systems?**

A: The full CompAnalyst platform integrates with HRIS, performance management, and other HR systems. Please call 617.631.8000 for more information.

**Q: What is the cost of a report?**

A: The cost of a single-position report is \$220.50 for SHRM members and \$245 for nonmembers. This price is for a single job title and report, downloadable in both PDF and Excel formats. Your report can be filtered to include one industry, geographic location and company size by revenue and Full Time Employees (FTEs).

**Q: Our company already subscribes to CompAnalyst/Salary.com. The offer for SHRM members allows us access to the same data we can access through our subscription, correct?**

A: Yes, it is the same data. If you already subscribed to Salary.com, you do not need to purchase compensation data through SHRM.

**Q: Does an upgrade mean I will have access to all jobs?**

A: Yes, an upgrade means you will get access to all the functionalities available through CompAnalyst, the Salary.com compensation data platform.

**Q: If I have a subscription, do I have to purchase credits in addition to this? Or do I only purchase credits if I don't have a subscription to pay a la carte?**

A: If you are already subscribed to Salary.com, you do not need to purchase compensation data through SHRM.

**Q: Is there a data point limit that we have to stay under for the purchased report?**

A: Each single-position report is \$220.50 for SHRM members and \$245 for nonmembers. There is no data point limit, and you can purchase as many report credits as you want.

**Q: Is the cost \$220.50 per job that you want data on? For example, if I am hiring an accountant, will it cost \$220.50 to see a salary compensation report for just the accountant? Would I get any other data?**

A: It's \$220.50 per report if you're a SHRM member. Nonmember pricing per report is \$245. In your example, for the single report, the only data that would be accessible is the accountant salary report.

**Q: Is there an unlimited option? If so, what is the cost?**

A: Yes, there is an unlimited option. Please contact Salary.com directly through this form:

[https://shrm.salary.com/CompAnalyst/Cloud/camd/Cpal\\_SubmitQuestion](https://shrm.salary.com/CompAnalyst/Cloud/camd/Cpal_SubmitQuestion)

**Q: If I want to survey a position in Canada, will the suggested salary data be provided in Canadian dollars, or is everything in U.S. currency?**

A: At this time, international data is not available for purchase through SHRM. Please contact Salary.com through this form:

[https://shrm.salary.com/CompAnalyst/Cloud/camd/Cpal\\_SubmitQuestion](https://shrm.salary.com/CompAnalyst/Cloud/camd/Cpal_SubmitQuestion)

**Q: How do I buy credits?**

A: Report credits can be purchased through the SHRMStore:

<https://store.shrm.org/shrm-compensation-data-report-credit.html>

**Q: Do credits ever expire?**

A: No, credits do not expire.

**Q: What is the minimum number of credits I have to buy? Can I buy one at a time?**

A: There is no minimum number of credits you have to buy. You can buy one at a time as you need them.

**Q: How much is the subscription?**

A: The product offered through SHRM is for single-position reports. If you would like a subscription to CompAnalyst, please contact Salary.com directly through this form:

[https://shrm.salary.com/CompAnalyst/Cloud/camd/Cpal\\_SubmitQuestion](https://shrm.salary.com/CompAnalyst/Cloud/camd/Cpal_SubmitQuestion)

**Q: How many job titles can be included in one report?**

A: Only one job title can be included in one report.

**Q: Is pricing set per report, or are there other types of packages to access the position information?**

A: Pricing is set per report. If you would like a subscription to CompAnalyst, please contact Salary.com directly through this form:

[https://shrm.salary.com/CompAnalyst/Cloud/camd/Cpal\\_SubmitQuestion](https://shrm.salary.com/CompAnalyst/Cloud/camd/Cpal_SubmitQuestion)

**Q: Do you have any compensation data specific to the defense services industry?**

A: Yes, compensation data specific to the defense industry is available.

**Q: Is it possible to search by specific industry (e.g., government transportation)?**

A: Once you select the job title, you are then able to scope to a specific industry.

**Q: Do you have compensation data within the nonprofit category?**

A: Yes.

**Q: Will the basic report that provides for industry, revenue and company size be provided to SHRM versus the CompAnalyst?**

A: The reports are run through CompAnalyst and are provided directly to you when you access the platform.

**Q: Where on the SHRM site is this?**

A: You can find information about the SHRM Compensation Data Center at <https://www.shrm.org/cdc>.

You can also navigate to the page on the SHRM website by going to the Resources & Tools/Business Solutions menu on shrm.org.

You can also get to the product directly at the SHRMStore:

<https://store.shrm.org/shrm-compensation-data-report-credit.html>

**Q: How far can I narrow down location in searches? For example, could I search certain cities in a state (e.g., Sioux Falls, S.D. or Iowa City, Iowa)?**

A: You can narrow down a location search to a zip code.

**Q: Can I review the sector/industry/subindustry BEFORE I purchase?**

A: No. At this time, you can only search job titles before making a purchase.

**Q: Is there a sample report?**

A: A sample report can be found here:

[https://shrm.org/ResourcesAndTools/tools-and-samples/Documents/CDC\\_Sample\\_Report.pdf](https://shrm.org/ResourcesAndTools/tools-and-samples/Documents/CDC_Sample_Report.pdf)

**Q: How many jobs can I put in one report?**

A: Only one job can be included in each report.

**Q: Is there a complete job title list we can review before deciding on making a purchase?**

A: There are over 15,000 job titles. You can search available job titles through the widget at the SHRMStore: <https://store.shrm.org/shrm-compensation-data-report-credit.html>

**Q: If I select a scope by specific geography or zip code, does the report list the organizations that participate?**

A: No.

**Q: Do you have a list of industries or specific/unique jobs?**

A: No.

**Q: How do I drill down to geography-specific jobs?**

A: CompAnalyst allows you to specify a metro area, city, zip code, U.S. geographic area, or state.

**Q: Can I search before purchasing credits?**

A: You can search available job titles through the widget at the SHRMStore:

<https://store.shrm.org/shrm-compensation-data-report-credit.html>

**Q: Do members log in through the SHRM website and then go to Salary.com through a link?**

A: Yes, members and nonmembers can get access to the Salary.com platform through links available on SHRM.org: <https://shrm.org/cdc>

Or visit the SHRMStore after you make a purchase: <https://store.shrm.org/shrm-compensation-data-report-credit.html>

**Q: Do SHRM members have compensation data access to only HR positions or to all jobs?**

A: Free compensation reports for HR Positions are available to SHRM members. Members can also purchase report credits if they wish to access compensation data for other job families.

**Q: If I want a report on, for example, physician assistants in orthopedics, will I get more than one location, or do I have to purchase a different report for each location?**

A: Each report includes information for one location.

**Q: Are the functionalities you shared under the HR trial also available for all the other jobs?**

A: No, the functionalities you saw under the HR trial are not available for all other jobs. You would need to get a subscription to the CompAnalyst tool. Please submit this form if you're interested in a subscription:

[https://shrm.salary.com/CompAnalyst/Cloud/camd/Cpal\\_SubmitQuestion](https://shrm.salary.com/CompAnalyst/Cloud/camd/Cpal_SubmitQuestion)

**Q: Are all these functions available to the SHRM user, or is this a more detailed demo for customers with subscriptions?**

A: Please submit this form if you're interested in a more detailed demo:

[https://shrm.salary.com/CompAnalyst/Cloud/camd/Cpal\\_RequestDemo](https://shrm.salary.com/CompAnalyst/Cloud/camd/Cpal_RequestDemo)

**Q: Are the free HR reports available only after credits are purchased for reports?**

A: SHRM members are not required to purchase report credits in order to access the free HR reports.

**Q: How do SHRM members access the free HR jobs compensation data?**

Go to <https://www.shrm.org/cdc> and choose Free HR Job Family Reports.

**Q: Does your database listing by company size include a cut by small businesses (e.g., <100 employees)?**

A: Yes.

**Q: Is there a SHRM discount for the Salary.com subscription?**

A: There is not a discount, but Salary.com may offer one if you mention you're a SHRM member.