

KnowledgePay™

The first unified platform for managing jobs and pay

The Challenges of Change

The relationship between companies and their employees is changing. In a challenging economy, as pressure builds to contain salaries and reduce headcounts, companies must focus on motivating employees at a higher level than ever before. Employees are no longer simply a “cost of doing business.” In fact, your employees are your company’s most important investors. They invest with their engagement, their alignment, their motivation. Increasing these employee investments is the best way to reach your business goals.

Companies dedicate up to 70% of their operating expenses towards rewarding employees. Yet, most of them still try to manage compensation and job evaluation using localized spreadsheets, ad hoc databases - even documents on paper. It’s not good enough any more. To meet today’s challenges, companies need new tools to analyze, understand and manage jobs and pay across the enterprise.

The Solution

Enter KnowledgePay, the first unified platform to help compensation professionals and their companies successfully manage jobs and pay enterprise-wide. KnowledgePay brings all your sources of job and pay data together in a single easy-to-use software environment. It integrates your salary surveys and any other market pricing data with your internal job analyses, job descriptions and other job documentation, organizational relationships, demographics, and all other compensation and job data you use.

Projects that used to require weeks of effort now take a fraction of the time. Using KnowledgePay you are able to analyze jobs quickly and consistently across the entire system to do benchmarking, establish competitive pay levels, and make optimal decisions. Instead of being buried in salary administration, compensation professionals can add value throughout the organization:

Enhances HR - KnowledgePay helps lower regretted turnover, increase accuracy of pay, and provide high value information for planning, making HR a more valuable partner to company management.

Empowers line managers - KnowledgePay gives managers accurate, meaningful compensation information to guide their discussions with employees.

Enables senior management - KnowledgePay aligns compensation with company strategy, provides numbers for planning, and maximizes ROI on the organization’s investment in people.

Engages enterprise employees - KnowledgePay provides meaningful compensation information, from their companies and applicable to their own job situations, in place of Web data that is inapplicable and often inaccurate.

KnowledgePay includes flexible reporting, providing standard and custom reports. Its workflow capabilities allow collaboration for job creation, editing and approval.

“We created KnowledgePay as a unified, on-demand platform, because companies need to maximize ROI on human capital, increase employee engagement, productivity and performance, and implement more effective business planning using job and pay data.”

*Chris Kelley,
CEO, KnowledgePay, Inc.*

Benefits

Efficiency

Streamline and automate market pricing and job evaluation, make more accurate pay decisions, enhance overall HR efficiency and productivity through integrated, standardized information and processes.

Cost Savings

Enforce budget standards, avoid regretted turnover, reduce excessive headcount.

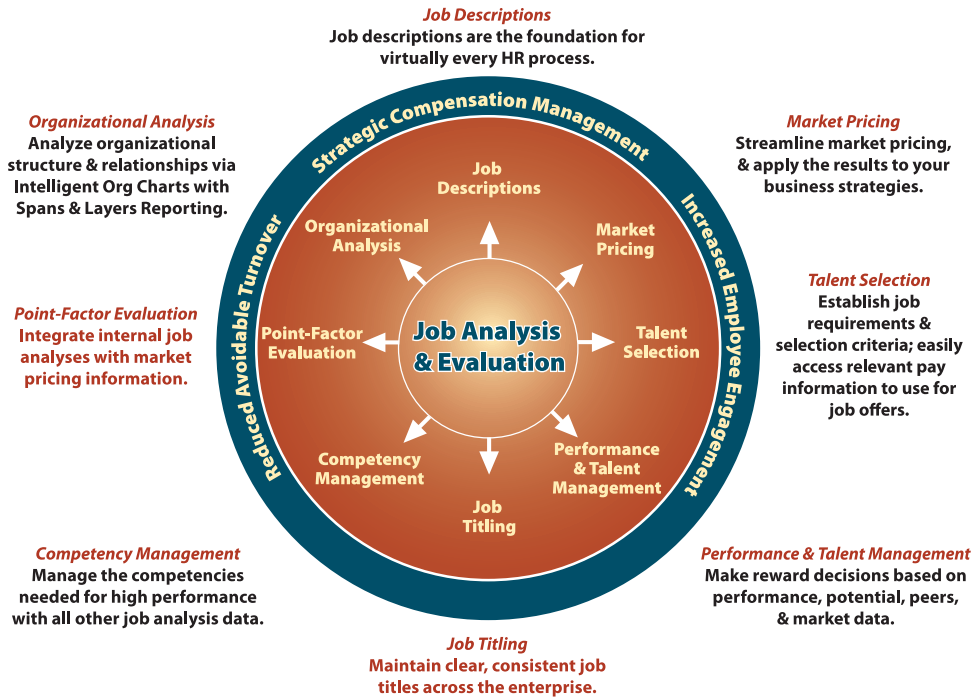
Compliance

Ensure compliance with FLSA and ADA requirements. Track and manage system-wide compensation decisions to meet company standards.

Quality

Increase employee engagement. Provide accurate, quantitative compensation analysis for use in business planning. Give managers greater visibility into pay and job standards. Enhance manager’s motivational and budgeting tools.

Integrate Market Pricing With All Job & Pay Data



Why KnowledgePay?

- The first unified platform for managing jobs & pay
- Continued technical innovation
- Flexible configuration to support multiple options
- Deep expertise in job & pay analysis
- Rapid deployment
- Proven customer successes
- Easy SaaS adoption model
- Unlimited scalability
- Experienced team with decades of industry & technology experience

Engage Employees

Repeated studies have shown that engagement, alignment and job satisfaction go up when employees understand their company's compensation practices. KnowledgePay provides the channel to build that understanding. It lets Human Resources arm managers with compensation insights that will motivate their people. Line managers, and even employees on the front line, can be provided a tailored level of login to KnowledgePay, or access to reports or exported data.

Increase Productivity

Increase compensation accuracy and effectiveness · Match pay to performance management data · Give line managers compensation information to manage departmental budgets · Learn when top performers are underpaid to avoid regretted turnover · Minimize overpayment with a comprehensive view of appropriate pay for any job · Ensure FLSA and ADA compliance · Give senior management meaningful quantitative data to drive workforce planning

Technology

KnowledgePay was designed from the ground up as an on-demand technology. It is powered by a secure, scalable and reliable Software as a Service (SaaS) infrastructure. It can be deployed rapidly and enabled in phases or as a whole. KnowledgePay offers great flexibility in configuration options to support a customer's terminology, relationships and functionality requirements. It has been engineered using the same scalable technologies and tools that power some of the largest sites on the Web.

Contact Us

Contact KnowledgePay for more information about our ground-breaking products and services.

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