B0056 Compensation Analysis by Quartile

Purpose

The purpose of this report is to display employee compensation data by quartile for employees and new hires in the Integrated HR-Payroll System.

Report Description

This dashboard displays compensation analysis metrics for employees and new hires.

Report Location

PA: Compensation

Report Uses

- Analyze employee salary quartile distribution by different factors such as education level, related education and experience, job family and salary to determine compensation trends.
- Analyze new hires salary quartile distribution to ensure compensation trends for new hires align with the compensation philosophy of the State/Agency.

How to Generate This Report

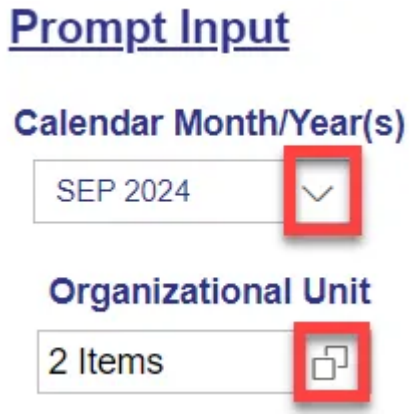
There are no prompts required to generate this dashboard. Click on the report name “**B0056: Compensation Analysis by Quartile**” in the **PA: Compensation** folder, and the report will execute.

The dashboard is generated with data contained in multiple tabs. The initial rendering defaults to showing data specific to the agency OrgUnits for which the user has access.

Prompt Input Control

The Prompt Input control has two dimensions which are pre-filled with default values for the initial execution.

Image



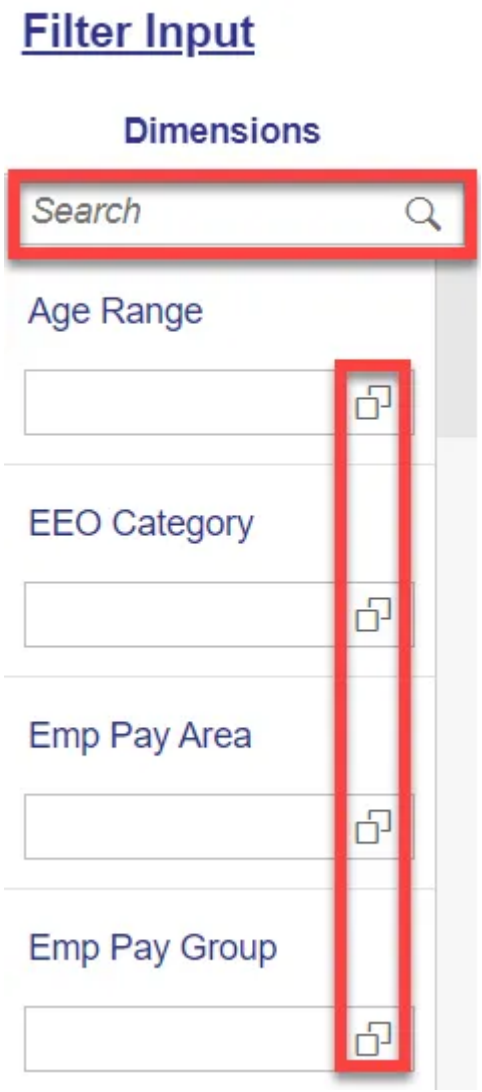
- **Calendar Month/Year(s)**: The default value is set to current month. The value can be changed by using the dropdown arrow.
- **Organizational Unit**: The default value is the top-level Organizational Unit(s) to which the user has access. The value can be changed by clicking the icon at the end.

Note: Prompt Input values will always apply to data across all tabs (Overview, New Hires and Analysis tabs).

Filter Input Control

The Filter Input control contains many dimensions that can be used to further narrow down the data.

Image



- The Search box allows you to search for specific dimension names.
- Use the icons at the end of each Dimension name to filter specific values in each Dimension.

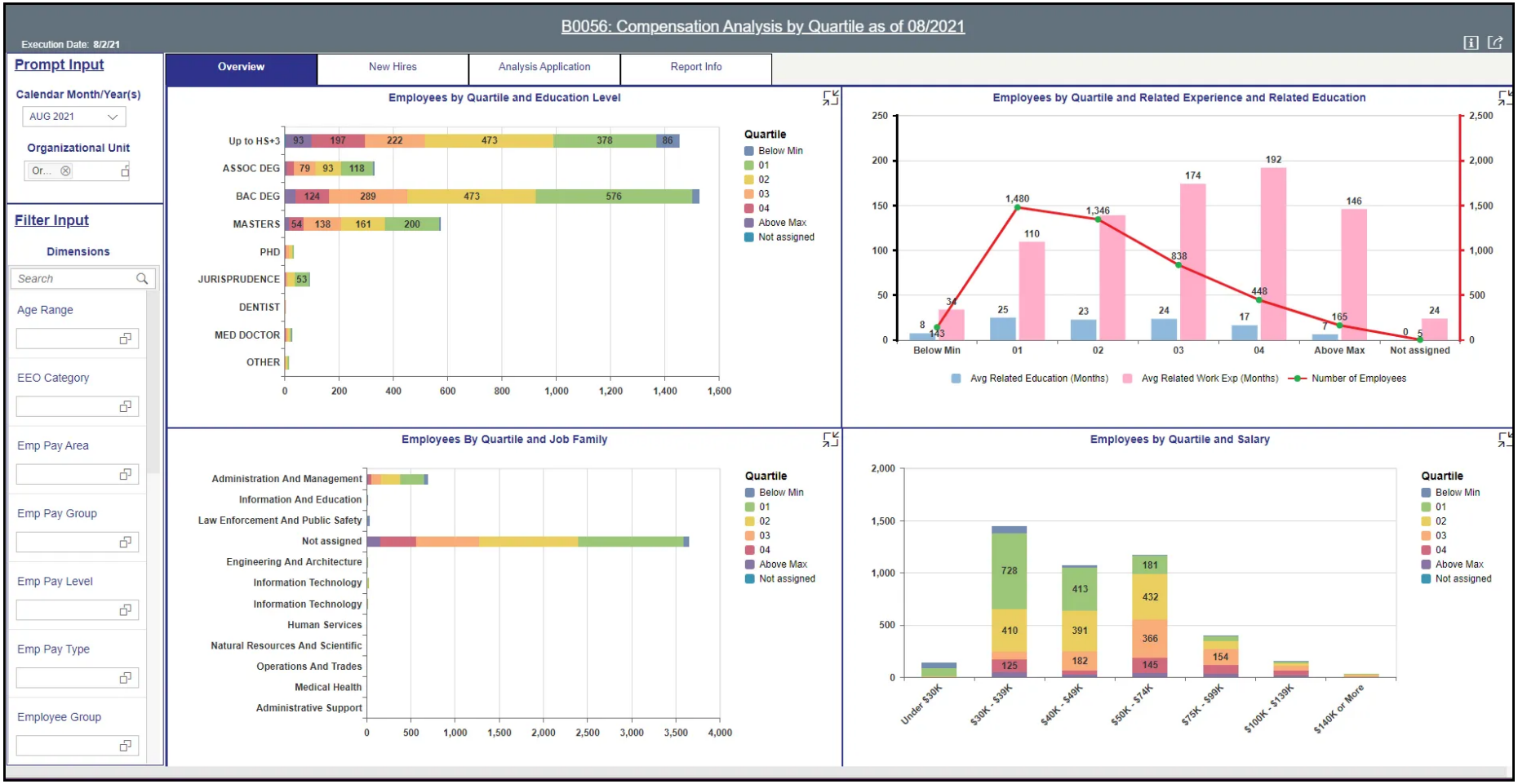
- Dimensions Available for Filter Input:
    - Age Range
    - EEO Category
    - Emp Pay Area
    - Emp Pay Group
    - Emp Pay Level
    - Emp Pay Type
    - Employee Group
    - Employee Subgroup
    - Ethnic Origin
    - Gender
    - Job
    - Job Branch
    - Job Family
    - OrgPath – Agency
    - OrgPath – Division
    - Personnel Area
    - SOC Code
    - State SOC Subcategory

Note: Filter Input values apply to data across all tabs (Overview, New Hires) except Analysis Application. Analysis Application Tab functions independently in this dashboard.

Overview Tab

Below is a sample of the dashboard charts under the Overview tab:

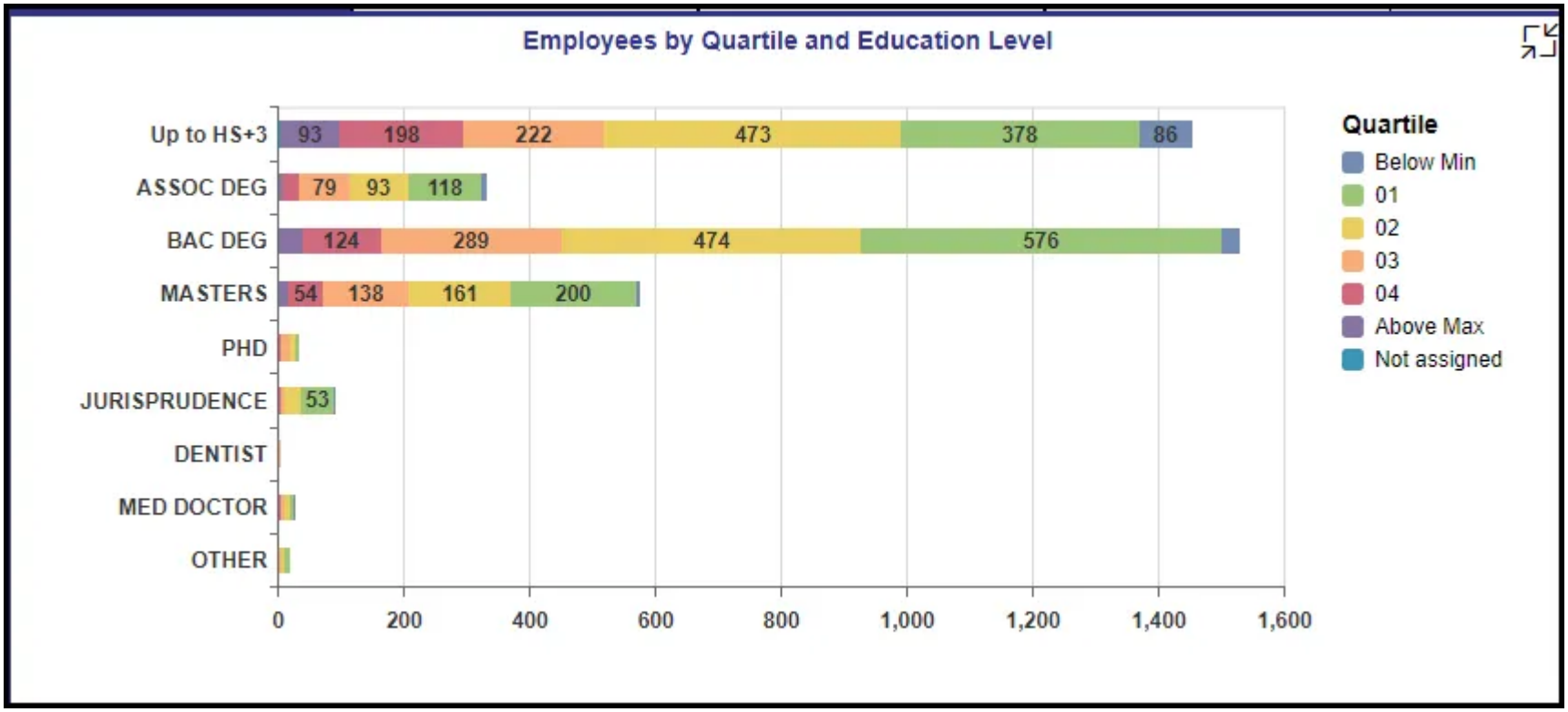
Image



There are four data components displayed in this tab.

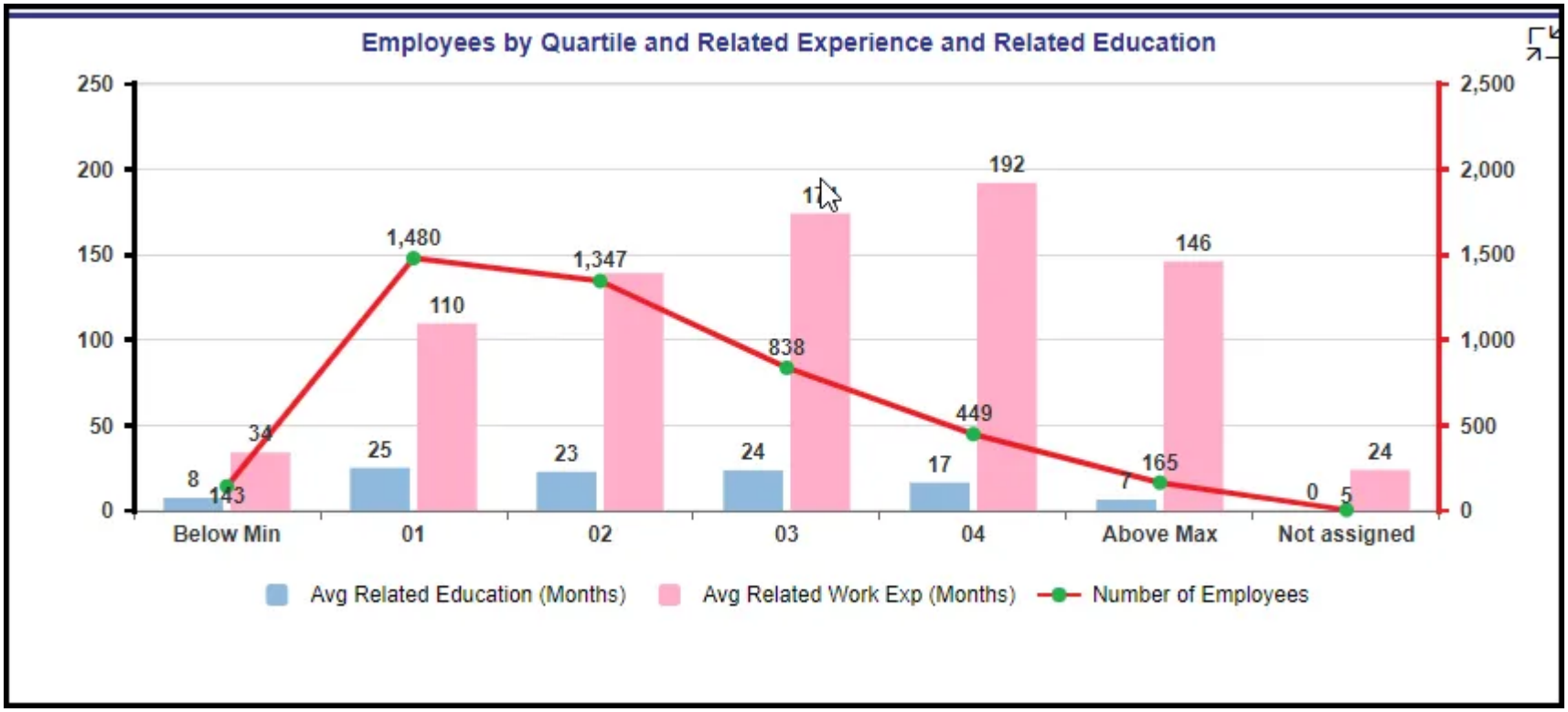
- Bar chart showing Employees by Quartile and Education Level.

Image



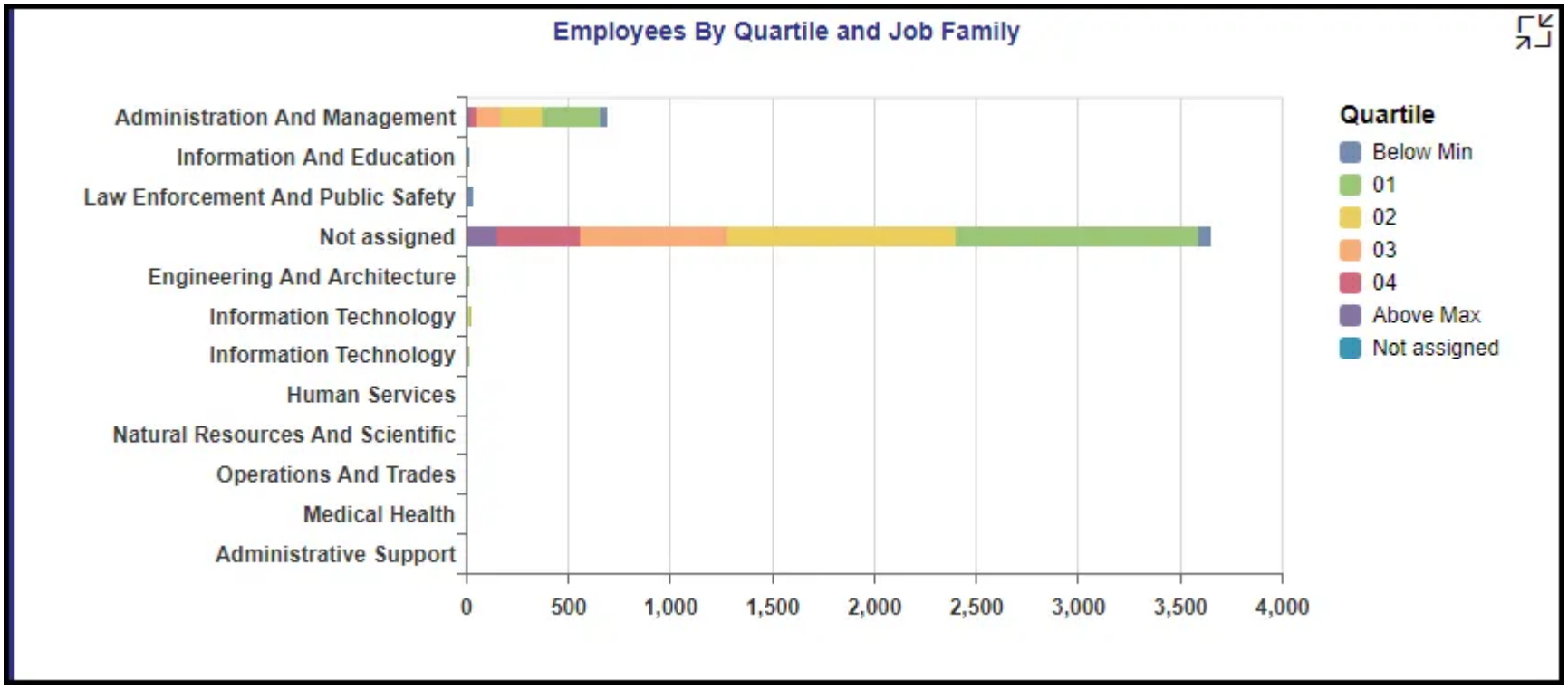
- Combination Chart showing Employees by Quartile and Related Experience and Related Education.

Image



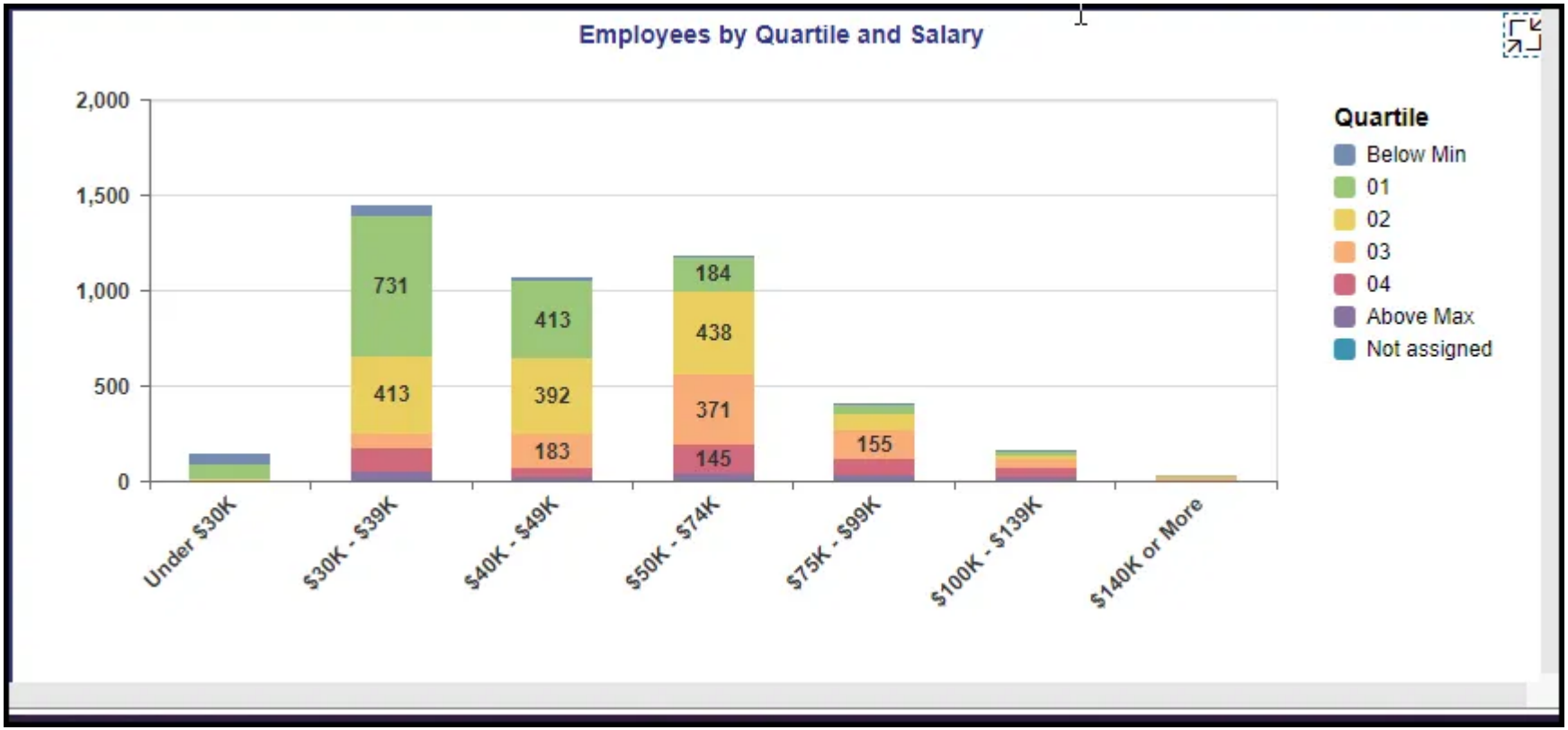
- Bar chart showing Employees by Quartile and Job Family.

Image



- Column Chart showing Employees by Quartile and Salary

Image



Many charts contain an icon in the upper right corner to enable expansion of the chart to full-screen view.

Image

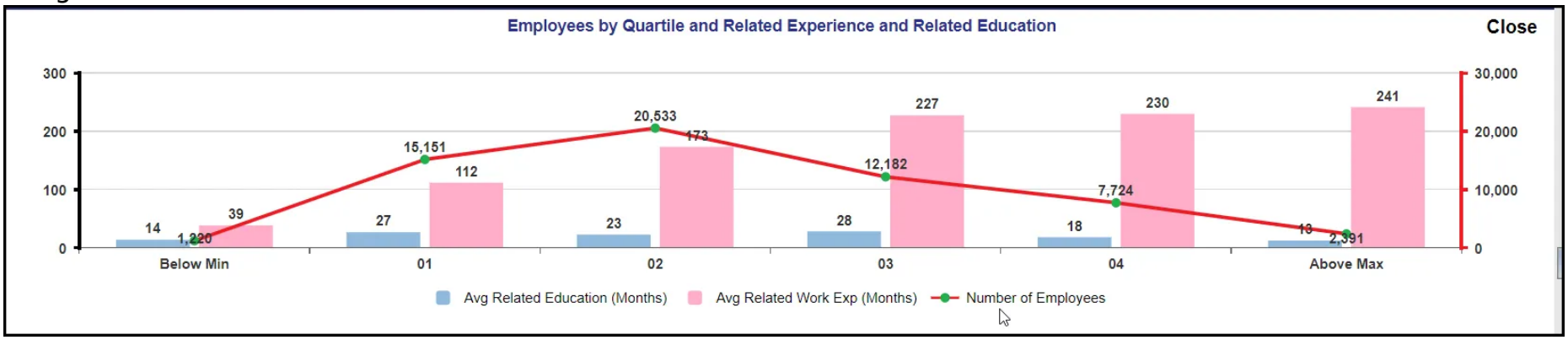


Note:

- Detailed view icon on ‘Employees by Quartile and Education Level’ chart will show a full screen view of a bar chart showing Employees by Quartile and Education Level, this is the exact same view of the original chart just enlarged.

- Detailed view icon on ‘Employees by Quartile and Related Experience and Related Education’ chart will show a split screen view of the data.
- Chart one shows a combination chart of a column and line chart that is an exact replica of the front view just enlarged.

Image



- Chart two is a crosstab that shows the data of Quartile, Average Related Education (Months), Average Related Work Experience (Months) and Number of Employees.

Image

Quartile	Avg Related Education (Months)	Avg Related Work Exp (Months)	Number of Employees
Below Min	13.85	38.54	1,220
01	26.77	111.66	15,151
02	22.81	173.13	20,533
03	28.24	227.19	12,182
04	18.17	229.67	7,724
Above Max	12.61	241.15	2,391

- Detailed view icon on ‘Employees by Job Family’ chart will show a full screen view of the original view from the main page of a bar chart showing Employees by Quartile and Job Level.
- Detailed view icon on ‘Employees by Quartile and Salary’ chart will show a full screen view of the original chart on the main page displaying a column chart showing the Employees by Quartile and Salary.

New Hires Tab

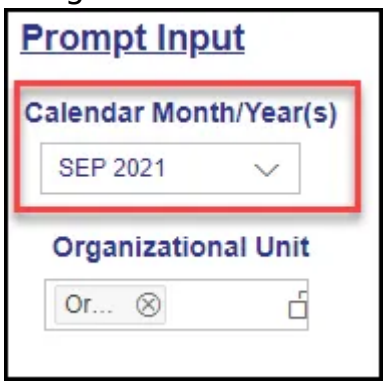
Below is a sample of the dashboard charts under the New Hires tab:

Image



All data for New Hires is based on a 12-month period ending with the selected month shown in the prompt input **Calendar/Month Year(s)** drop-down.

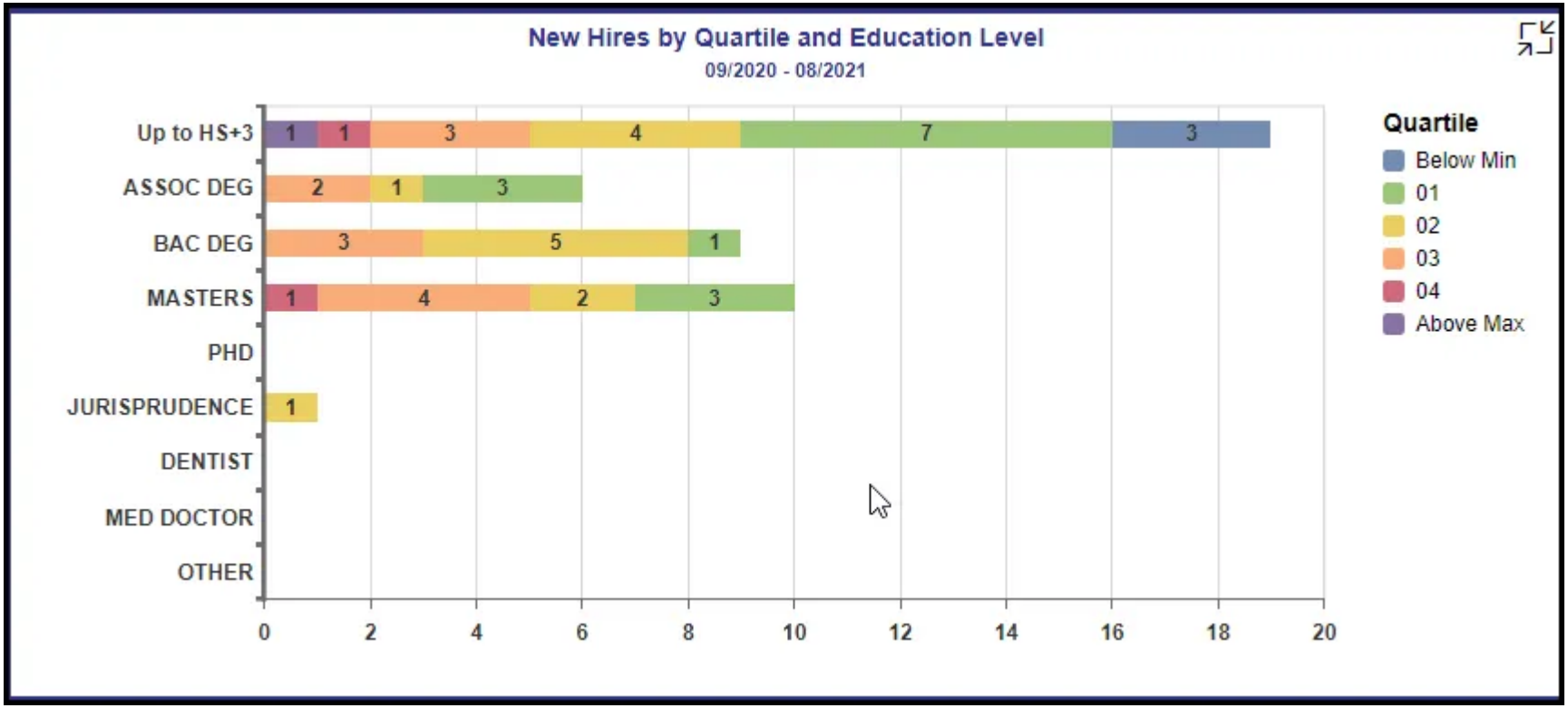
Image



There are four data components displayed in this tab.

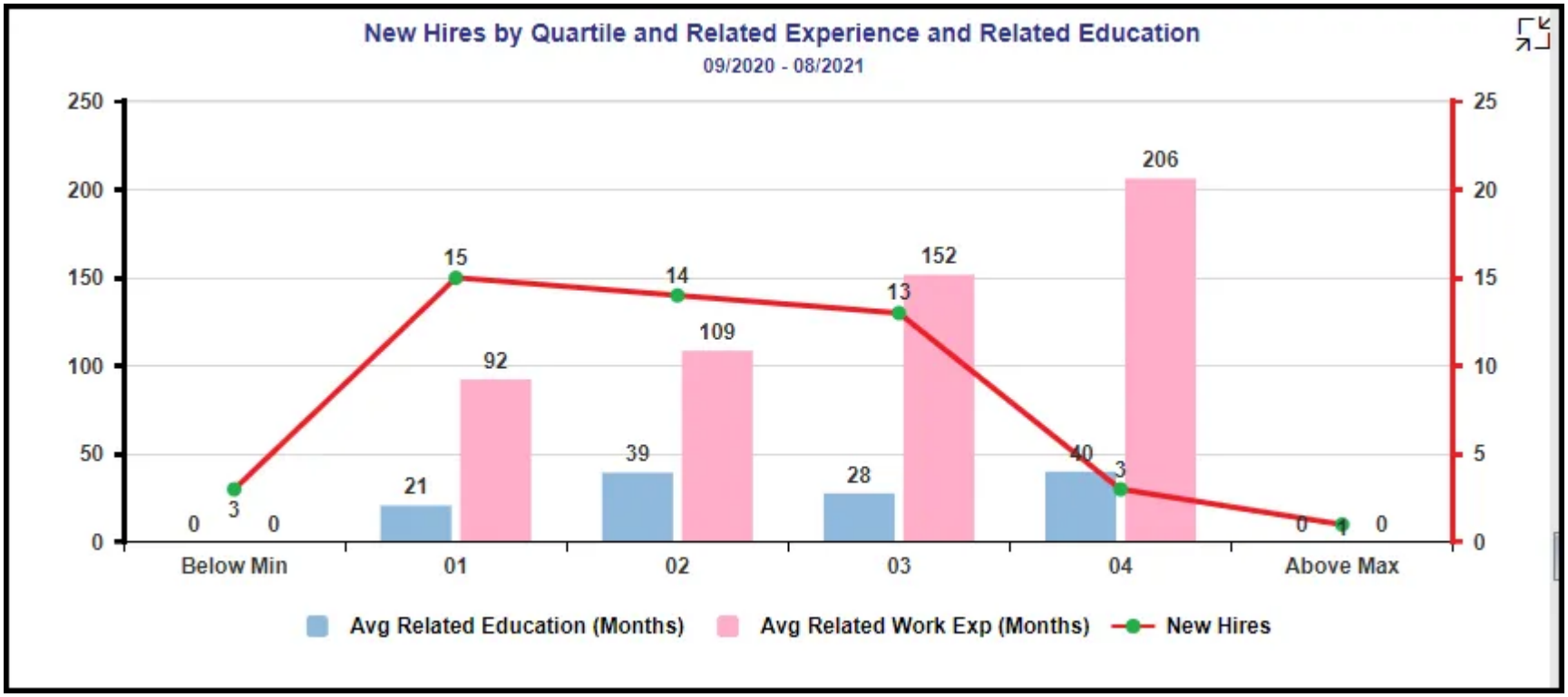
- A bar chart component showing New Hires by Quartile and Education Level.

Image



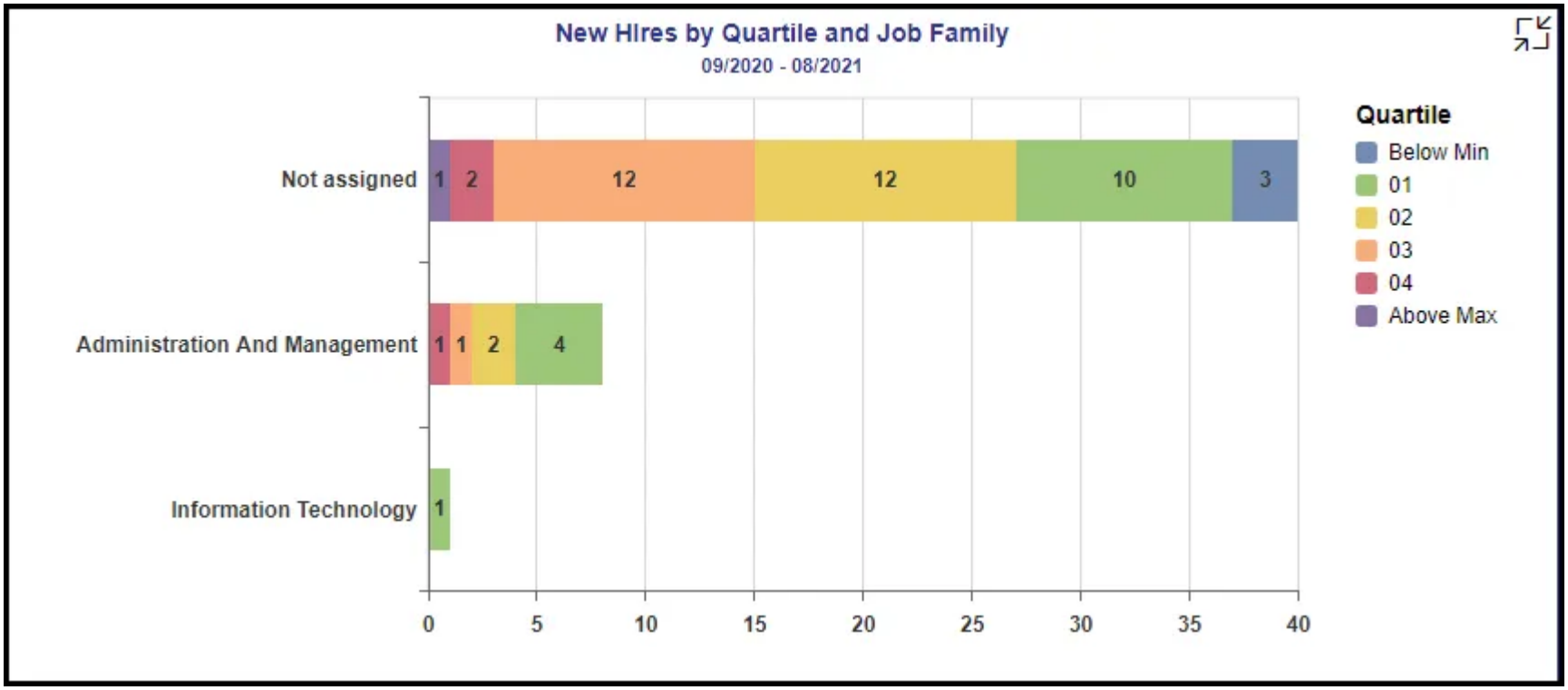
- A combination Chart showing New Hires by Quartile and Related Experience and Related Education.

Image



- A Bar Chart showing New Hires by Quartile and Job Family.

Image



- A Column Chart showing New Hires by Quartile and Salary.

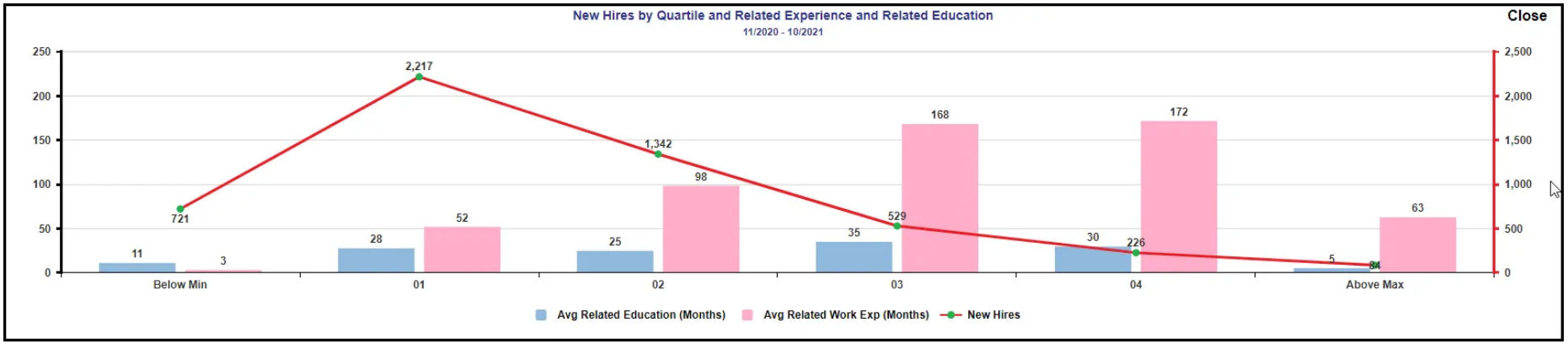
Image



Note:

- Detailed view icon on ‘New Hires by Quartile and Education Level’ chart will show a full screen view of a bar chart showing New Hires by Quartile and Education Level, this is the exact same view of the original chart just enlarged.
- Detailed view icon on ‘New Hires by Quartile and Related Experience and Related Education’ chart will show a split screen view of the data.
- Chart one shows a combination column and line chart that is an exact replica of the front view just enlarged.

Image



- Chart two is a crosstab that shows the data of Quartile, Average Related Education (Months), Average Related Work Experience (Months) and Number of New Hires.

Image

Quartile	Avg Related Education (Months)	Avg Related Work Exp (Months)	New Hires
Below Min	10.85	2.96	721
01	27.52	51.86	2,217
02	24.68	98.36	1,342
03	34.87	168.28	529
04	29.58	171.65	226
Above Max	5.00	62.64	84

- Detailed view icon on ‘New Hires by Job Family’ chart will show a full screen view of the original view from the main page of a bar chart showing New Hires by Quartile and Job Level.
- Detailed view icon on ‘New Hires by Quartile and Salary’ chart will show a full screen view of the original chart on the main page displaying a column chart showing the New Hires by Quartile and Salary.

Analysis Application Tab

The Analysis Application tab is an interactive interface to manipulate the data table on the workspace to customize this data view.

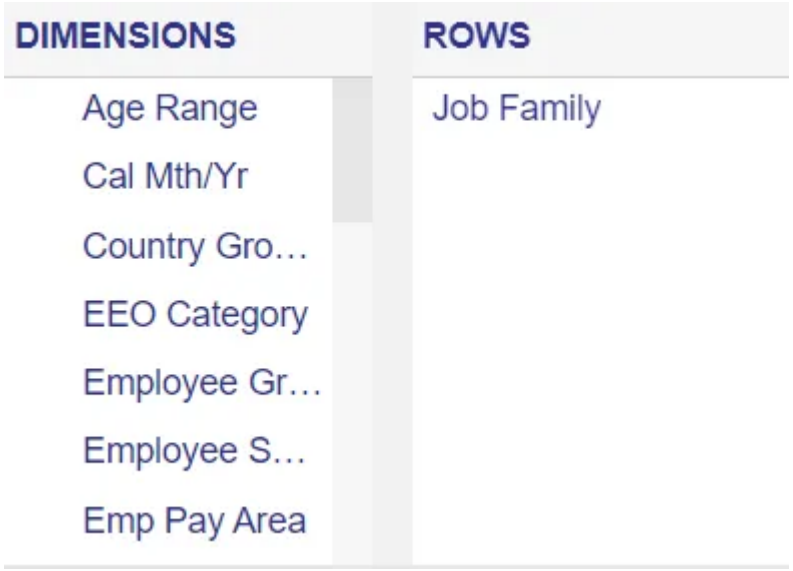
Image



	A	B	C	D	E
1		Measures			
2	Job Family	Avg Related Education (Months)	Avg Salary	Avg Related Work Exp (Months)	Number of Employees
3	91000001 Administrative Support	16.09	46,412	211.63	5,082
4	91000002 Agricultural, Environmental & Scientific	47.04	65,196	201.03	2,174
5	91000003 Program Management	36.87	65,281	206.64	3,647
6	91000004 Corrections	17.73	54,507	116.82	11,340
7	91000005 Education and Training	60.53	79,545	234.59	1,036
8	91000006 Engineering	30.75	94,804	210.95	2,833
9	91000007 Executive	64.84	169,537	289.68	98
10	91000008 Financial and Business Management	37.43	77,170	212.54	2,884
11	91000009 Human Resources	34.80	72,635	187.47	775
12	91000010 Human Services	50.07	62,627	195.37	3,235
13	91000011 Information Technology	33.12	100,128	240.54	2,509
14	91000012 Information Communication and Media	45.14	73,102	205.19	409

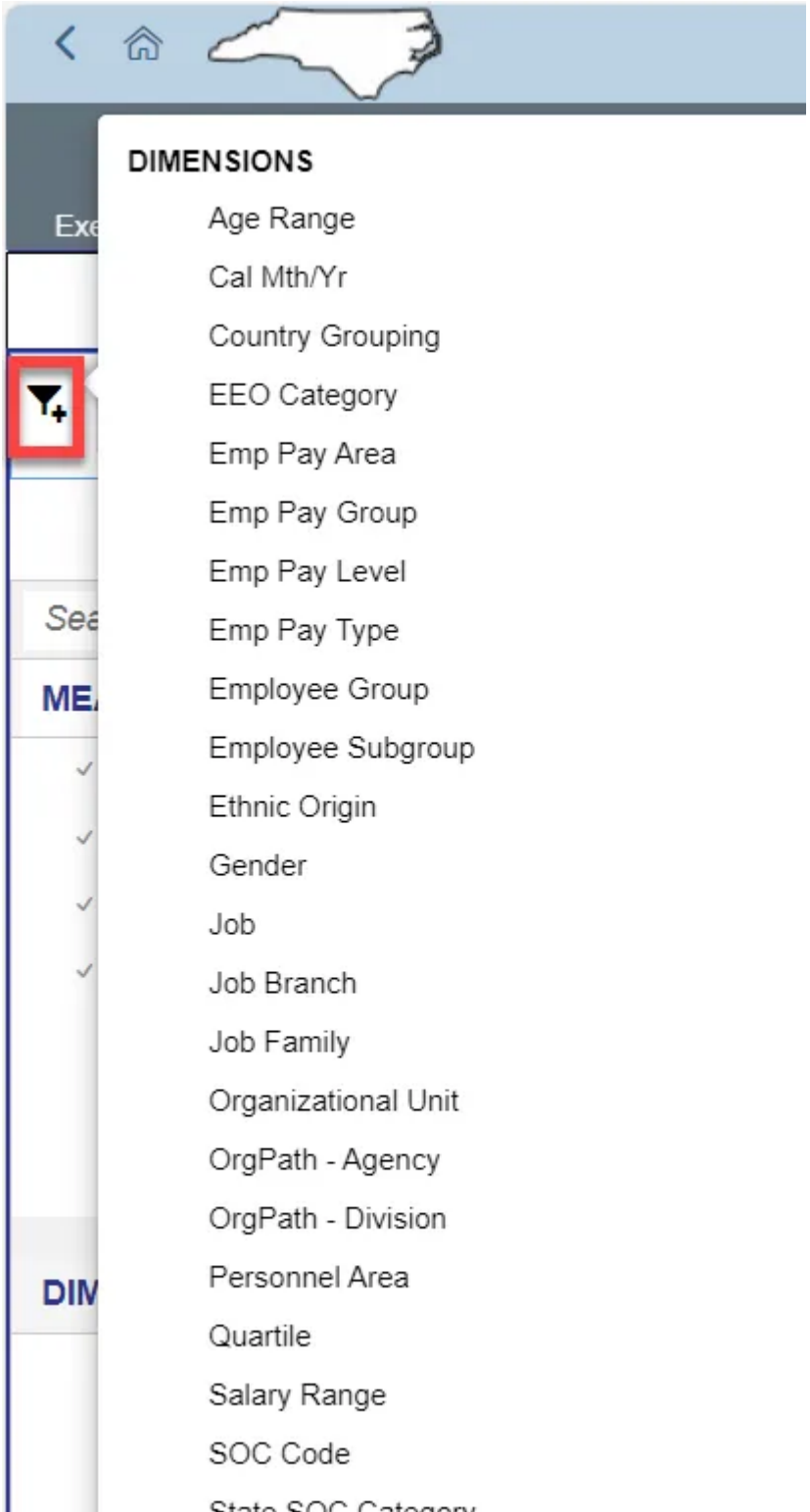
- Dimensions can be dragged into the ‘ROWS’ area to customize the data table.

Image



- The funnel icon can be used to apply additional dimension filters to the data set.

Image


DIMENSIONS
Age Range
Cal Mth/Yr
Country Grouping
EEO Category
Emp Pay Area
Emp Pay Group
Emp Pay Level
Emp Pay Type
Employee Group
Employee Subgroup
Ethnic Origin
Gender
Job
Job Branch
Job Family
Organizational Unit
OrgPath - Agency
OrgPath - Division
Personnel Area
Quartile
Salary Range
SOC Code

Note: Applying filters in this tab will NOT affect the data on all other tabs (Overview, New Hires).

- Upper right corner has controls to enable switching your data view to a different type of chart or table.

Image



Additional Standard Controls

The upper right corner contains two standard controls available.

Image



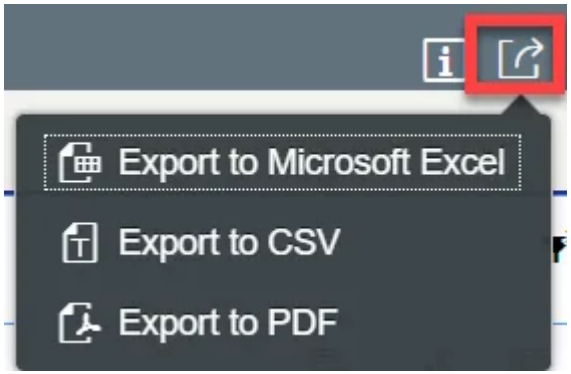
- The Info icon displays information about the dashboard.

Image



- The Export icon allows exporting to various formats.

Image



- Export to PDF will export images from the current active tab.

Special Report Considerations/Features

- Temporary employees are excluded.
- Only employees assigned to Quartile pay structures are represented in this dashboard.
- Employee Pay Types Included in this dashboard:
- 06 Executive
- 07 General
- 08 Information Tech
- 09 Attorney
- 10 Education
- 11 Medical
- 12 State Hwy Patrol
- 16 Correctional Officer
- 17 Probation Parole Officer
- 18 – North Carolina (NC)
- 19 – Digital Technology (DT)
- 20 – Legal (LG)

- 21 – Medical and Health (MH)
- 22 – Sworn (SW)
- Labels Defined:
- Below Min: Quartile 00
- Above Max: Quartile ZZ

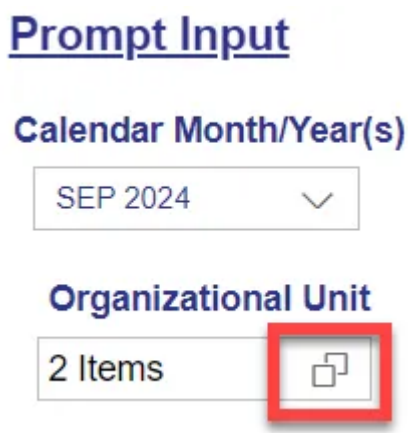
The following are employee actions selected for counting New Hires:

Action Type	Action Reason
Z0 - New Hire (NC)	01 - New Hire
Z2 - Reinstatement/Reemployment(NC)	02 - Rtn St w/in 12 mths-Higher S/G
Z2 - Reinstatement/Reemployment(NC)	04 - Return to State within 5 years
Z2 - Reinstatement/Reemployment(NC)	05 - Return to State after 5 years
Z2 - Reinstatement/Reemployment(NC)	39 - Temp to Perm
Z7 - Non-Beacon to Beacon(NC)	04 - Rtn St w/in 12 mths-Same S/G
Z7 - Non-Beacon to Beacon(NC)	05 - Rtn St w/in 12 mths-Higher S/G
Z7 - Non-Beacon to Beacon(NC)	06 - Rtn St w/in 12 mths-Lower S/G
Z7 - Non-Beacon to Beacon(NC)	07 - Return to State within 5 years
Z7 - Non-Beacon to Beacon(NC)	08 - Return to State after 5 years

- How to see ‘Key and Text’ in Prompt Input and Filter Input panels. There are 3 steps to complete this process.

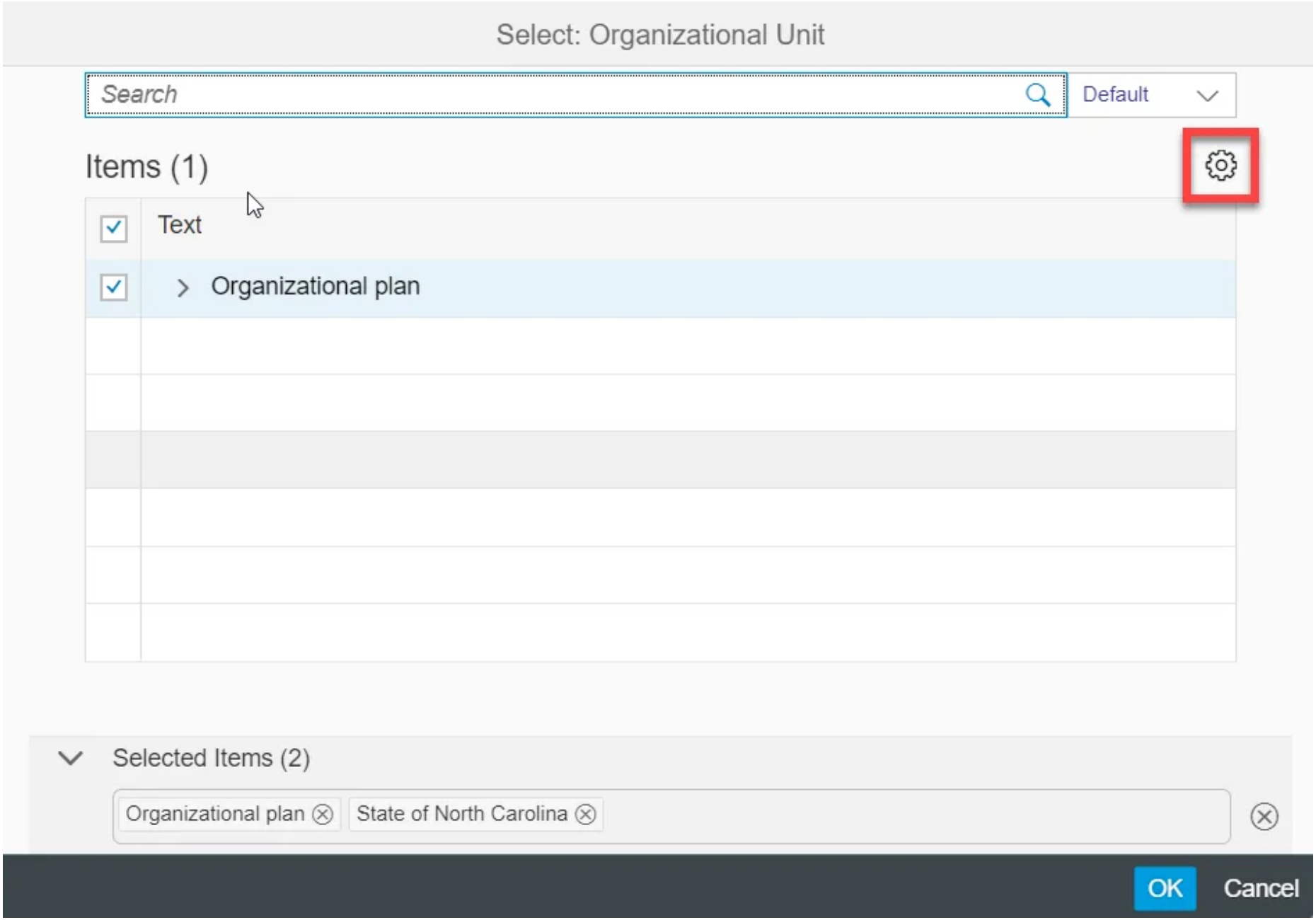
Step 1: Choose Organizational Unit from Prompt Input panel.

Image



Step 2: Choose the Settings icon at the far right.

Image


Select: Organizational Unit
Search
Default
Items (1)
Text
Organizational plan
Selected Items (2)
Organizational plan
State of North Carolina
OK
Cancel

Step 3: Choose Key and Text.

Image

Display

Key

Text

Key and text

Text and key

Attributes

☐	Ind.Purchasing Group	0BBPPURGRPX
☐	Ind. Purchasing Org.	0BBPPURORGX
☐	Buyer ID	0BBP_BUYID
☐	Organizational Unit is Company	0BBP_ISCOMP
☐	Business area	0BUS_AREA
☐	Company code	0COMP_CODE
☐	Controlling Area of Master Cost Center	0CO_MST_AR
☐	Sls Group: Indicator	0CRMSALGRPX
☐	Sls Office:Indicator	0CRMSALOFFX
☐	Sales Org. Indicator	0CRMSALORGX
☐	Ex. CRM Service Org.	0CRMSRVTGRP
☐	CRM Sales Group	0CRM_SALGRP

Note: Key and Text can be selected the same way in Filter Input panel dimensions too.

First Published

Fri, 03/04/2022

Last Updated

Tue, 01/06/2026

Printable PDF