B0088 Employee Salary Analysis

Purpose

The purpose of this report is to display active employee salary analysis compared to banded or graded salary ranges in the Integrated HR-Payroll System.

Report Description

This report provides an active employee salary analysis compared to banded or graded salary ranges statewide across agencies and contains three reporting views.

- The first report tab (Employee Salary Analysis) shows detail salary info per employee compared to Job salary ranges.
- The second report tab (Salary Analysis by Occupied Job) shows a summary of employee count and average employee salary per Job compared to each job’s salary range.
- The third report tab (Employee Distribution by Salary Range) shows a summary of employee counts and their distribution across the different employee salary ranges.

Report Location

PA: Compensation

Report Uses

- Analyze employee salary equity across organizational units
- Use Compa Ratio Rate to evaluate, either at a summary or detail level, how employee salaries compare to others within their specific job market

How to Generate This Report

This report is generated after selecting values for the mandatory prompts. All mandatory prompts must have values selected before the Run Icon can be used to generate the report. Mandatory prompts can be identified as mandatory by the exclamation mark inside of the yellow-orange triangle, the square with the checkmark, or the display of (Mandatory). Detailed instructions for interaction with each prompt can be found on the Web Intelligence Prompt List on the OSC website.

The Mandatory prompts for this report are:

- Organizational Unit
- Calendar Month/Year (Single Value, Mandatory)

This report can also be further limited by utilizing the Optional prompts to further limiting the amount of data that retrieved into the body of the report. Optional prompts are indicated as option in parentheses beside the prompt.

The Optional prompts are:

- Personnel Area(s) - Optional
- Employee Group(s) – Optional
- Employee Subgroup(s) – Optional
- Job Family(s) – Optional

- Job Branch(s) – Optional
- Job(s) – Optional
- Employee Pay Type(s) – Optional
- Employee Pay Area(s) – Optional
- Employee PersNo. – Optional
    - **NOTE**: Since we have many employees in the system, using broad wildcard searches can be very slow and may result in an error if the search exceeds the system limit. If you do not know the employee number and must do a name search, you can narrow down your search by using the wildcard with specific text strings when looking for an employee by name such as:
        - John *Doe*
        - *Doe
        - If you know the employee number, it is best to use the manual entry field in Employee(s) PersNo. to enter your selection.

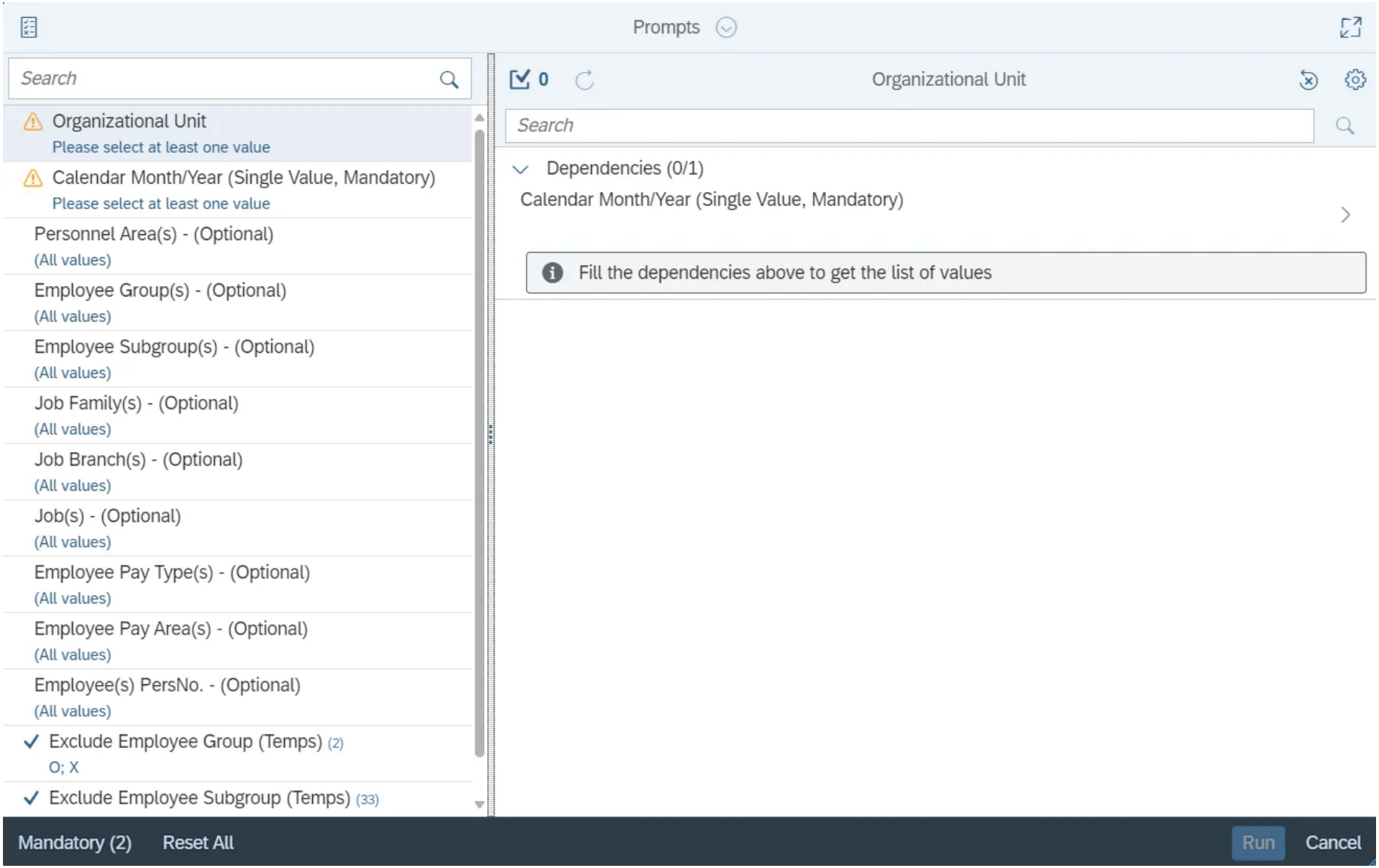
Exclusion prompts exclude specified data by default while allowing customers the flexibility of changing them when necessary. Exclusion prompts are identified by the term Exclude followed by the prompt.

The Exclusion prompts are:

- Exclude Employee Group (Temps)
- Exclude Employee Subgroup (Temps)

Note: The Employee Group and the Employee Subgroup exclusions work together as a set to exclude temporary employees. If you want to clear the Temp exclusion, both exclusions (EE Group and EE Subgroup) must be cleared.

Image

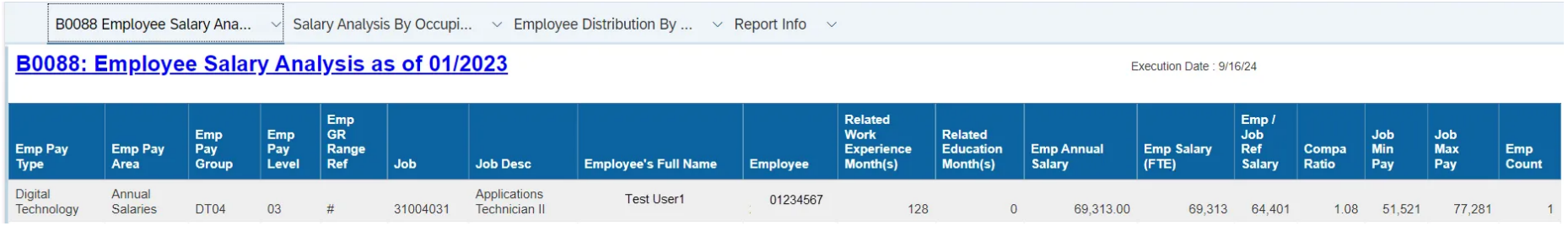


Initial Layout

There are 3 report tabs available. Below are sample renderings from each tab.

Employee Salary Analysis: Shows detail salary info per employee compared to Job salary ranges.

Image



Emp Pay Type	Emp Pay Area	Emp Pay Group	Emp Pay Level	Emp GR Range Ref	Job	Job Desc	Employee's Full Name	Employee	Related Work Experience Month(s)	Related Education Month(s)	Emp Annual Salary	Emp Salary (FTE)	Emp / Job Ref Salary	Compa Ratio	Job Min Pay	Job Max Pay	Emp Count
Digital Technology	Annual Salaries	DT04	03	#	31004031	Applications Technician II	Test User1	01234567	128	0	69,313.00	69,313	64,401	1.08	51,521	77,281	1

Salary Analysis By Occupied Job: Shows a summary of employee count and average employee salary per Job compared to each job's salary range.

Image



Job Pay Type	Job Pay Area	Job Pay Group	Job	Job Desc	Emp Pay Type	Emp Pay Area	Emp Pay Group	Emp Pay Level	Emp GR Range Ref	Emp Count	Avg Emp Salary (FTE)	Emp / Job Ref Salary	Job Mkt Index (Emp Avg)	Job Min Pay	Job Max Pay	Total Emp Salary (FTE)
Digital Technology	Annual Salaries	DT04	31004031	Applications Technician II	Digital Technology	Annual Salaries	DT04	03	#	1	69,313	64,401	1.08	51,521	77,281	69,313

Employee Distribution By Salary Range: Shows a summary of employee counts and their distribution across the different employee salary ranges.

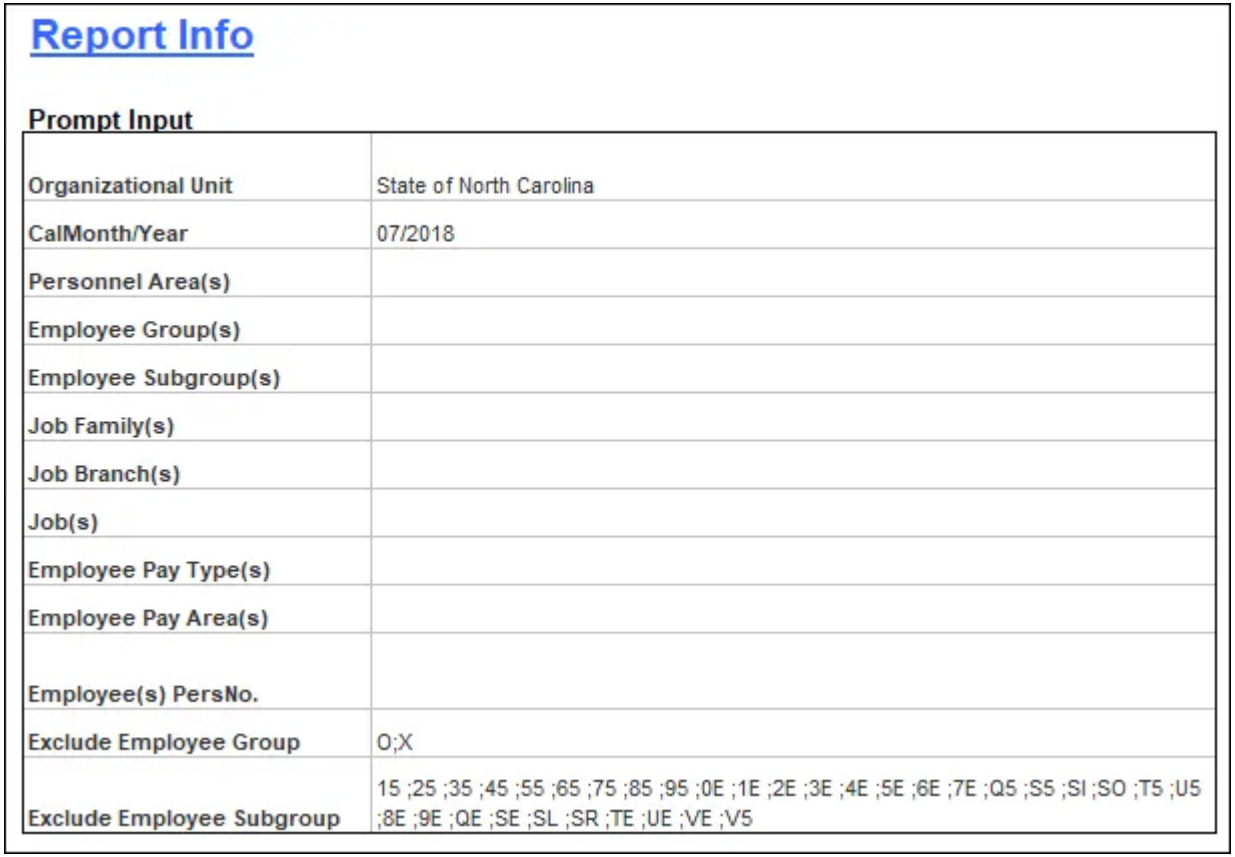
Image

Employee Distribution By Salary Range

Salary Range	Total Annual Salary	Number of Employees	Percent to Total	Cumulative Employee Count	Cumulative Employee Percent
$100,000 - $104,999	2,342,144	23	0.26	23	0.26
$105,000 - $109,999	3,136,191	29	0.32	52	0.58
$110,000 - $114,999	35,782,827	320	3.58	372	4.16
$115,000 - $119,999	16,070,353	137	1.53	509	5.69
$120,000 - $124,999	1,954,541	16	0.18	525	5.87
$125,000 - $129,999	17,073,742	134	1.50	659	7.37
$130,000 - $134,999	8,693,054	65	0.73	724	8.09
$135,000 - $139,999	542,411	4	0.04	728	8.14
$140,000 - $999,999	22,112,296	138	1.54	866	9.68
$30,000 - $34,999	2,044,752	59	0.66	925	10.34
$35,000 - $39,999	16,749,966	444	4.96	1,369	15.31
$40,000 - $44,999	70,031,945	1,656	18.52	3,025	33.82
$45,000 - $49,999	50,750,794	1,062	11.87	4,087	45.70
$50,000 - $54,999	71,287,030	1,345	15.04	5,432	60.73
$55,000 - $59,999	41,389,576	715	7.99	6,147	68.73
$60,000 - $64,999	64,993,710	1,012	11.31	7,159	80.04
$65,000 - $69,999	14,738,966	221	2.47	7,380	82.51
$70,000 - $74,999	22,012,546	306	3.42	7,686	85.93

Report Info: displays the information about the prompts entered.

Image



Report Info

Prompt Input

Organizational Unit	State of North Carolina
CalMonth/Year	07/2018
Personnel Area(s)	
Employee Group(s)	
Employee Subgroup(s)	
Job Family(s)	
Job Branch(s)	
Job(s)	
Employee Pay Type(s)	
Employee Pay Area(s)	
Employee(s) PersNo.	
Exclude Employee Group	O;X
Exclude Employee Subgroup	15 ;25 ;35 ;45 ;55 ;65 ;75 ;85 ;95 ;0E ;1E ;2E ;3E ;4E ;5E ;6E ;7E ;Q5 ;S5 ;SI ;SO ;T5 ;U5 ;8E ;9E ;QE ;SE ;SL ;SR ;TE ;UE ;VE ;V5

Available Objects

This is a list of the available objects that can be added to the report, from the Document Dictionary once in the Design mode:

Dimensions

- Age Range
- Agency Hire Date
- Cal Mth/Yr
- Education Level
- Emp GR Range Ref
- Emp Pay Area
- Emp Pay Group
- Emp Pay Level
- Emp Pay Type
- Employee
- Employee Group
- Employee Subgroup
- Employee’s Name
- Ethnic Origin
- Gender
- Hourly Pay Indicator
- Job
- Job Branch
- Job Family
- Job Pay Area
- Job Pay Group
- Job Pay Level
- Job Pay Type
- Organizational Unit
- Original Hire Date
- Personnel Area
- Position

- Salary Range

Measures

- Age in Years
- Annual Salary
- Emp Reference Salary
- FTE Annual Salary
- Job Max Pay Level
- Job Min Pay Level
- Job Reference Salary
- Length of Service
- Number of Employees
- Related Education Month(s)
- Related Work Experience Month(s)

Variables

- Prompt Response Cal Mth/Yr
- Prompt Response Employee Group
- Prompt Response Employee Pay Area
- Prompt Response Employee Pay Type
- Prompt Response Employee PerNo
- Prompt Response Employee Subgroup
- Prompt Response Exclude Employee Group
- Prompt Response Employee Subgroup
- Prompt Response Job
- Prompt Response Job Branch

- Prompt Response Job Family
- Prompt Response Organizational Unit
- Prompt Response Personnel Area
- Avg Emp Salary (FTE)
- Compa Ratio
- Cumulative Employee Count
- Cumulative Employee Percent
- Emp / Job Ref Salary
- Job Mkt Index (Emp Avg)
- Percent to Total

Image

- Dimensions
  - **Age Range**
  - **Agency Hire Date**
  - **Cal Mth/Yr**
  - **Education Level**
  - Emp GR Range Ref
  - Emp Pay Area
  - Emp Pay Group
  - Emp Pay Level
  - Emp Pay Type
  - Employee
  - **Employee Group**
  - **Employee Subgroup**
  - **Employee's Name**
  - **Ethnic Origin**
  - **Gender**
  - **Hourly Pay Indicator**
  - Job
  - **Job Branch**
  - **Job Family**
  - Job Pay Area
  - Job Pay Group
  - Job Reference Salary
  - **Length of Service**
  - Number of Employees
  - Related Education Month(s)
  - Related Work Experience Month(s)
- Variables
  - Prompt Response Cal Mth/Yr
  - Prompt Response Employee Group
  - Prompt Response Employee Pay Area
  - Prompt Response Employee Pay Type
  - Prompt Response Employee PersNo
  - Prompt Response Employee Subgroup
  - Prompt Response Exclude Employee Group
  - Prompt Response Exclude Employee Subgroup
  - Prompt Response Job
  - Prompt Response Job Branch
  - Prompt Response Job Family
  - Prompt Response Organizational Unit
  - Prompt Response Personnel Area
  - Avg Emp Salary (FTE)
  - Compa Ratio
  - Cumulative Employee Count

Special Report Considerations/Features

- Temporary employees are excluded by default, but this can be changed.
- Report only pulls active employees.
- The ‘Emp /Job Ref Salary’ represents the Employee Reference Rate for Banded pay types; for all other pay types, it represents the Job Reference Rate.
- Data for Salary Range tab is only available beginning June 2015. Salary range for historical months is not available.
- Infotype 9822 data (Related Experience) is only available beginning August 2018.
- ‘EE Telework Eligible’ and ‘EE Telework Type’ can be added to report by expanding the Employee attributes (expanded list) in Available Objects.
- Position and Job abbreviated titles (Short Text) are available from the Position or Job attributes (expanded list) in Available objects.

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