

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

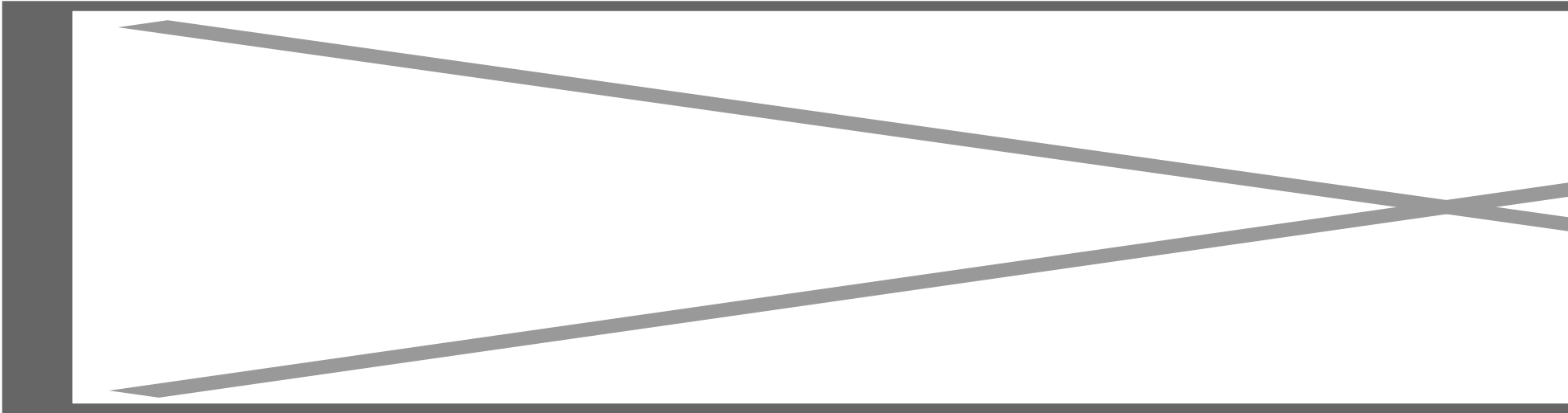


Initial Layout

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

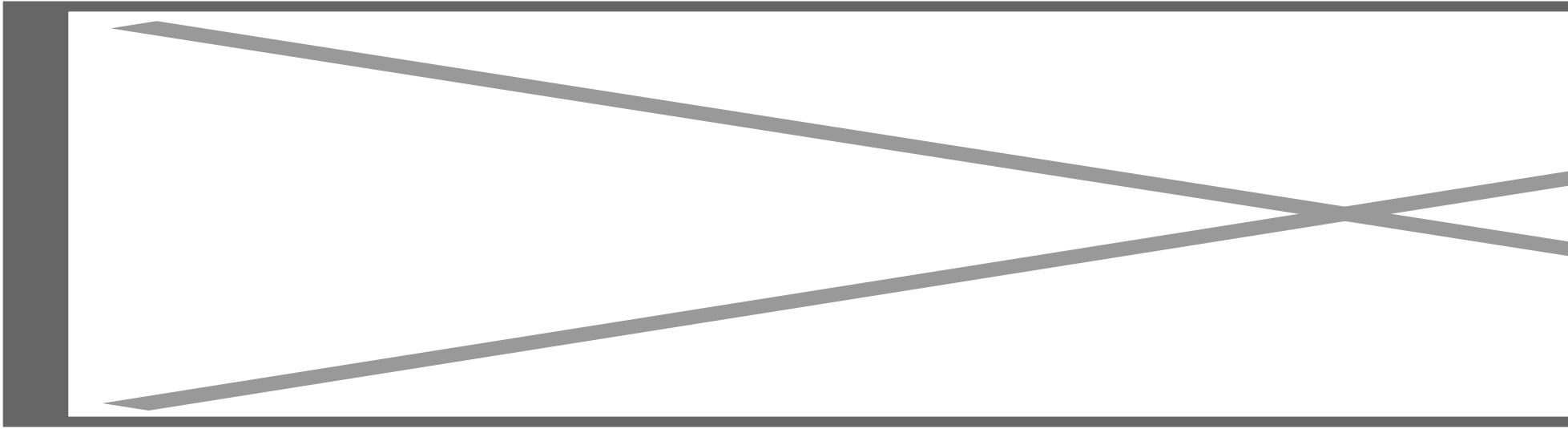
Employee Salary Analysis: Shows detail salary info per employee compared to Job salary ranges.

Image



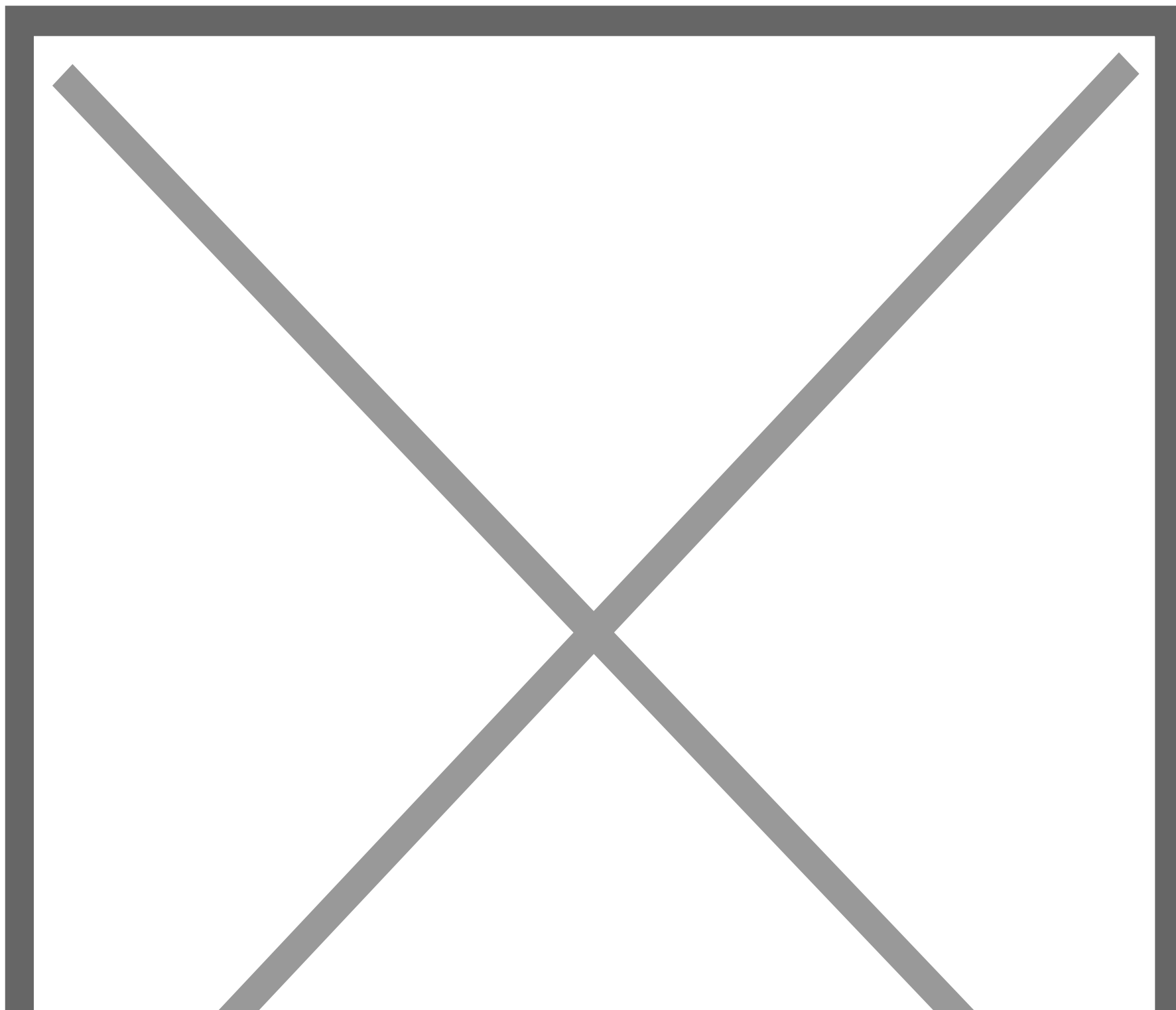
Salary Analysis By Occupied Job: Shows a summary of employee count and average employee salary per Job compared to each job’s salary range.

Image



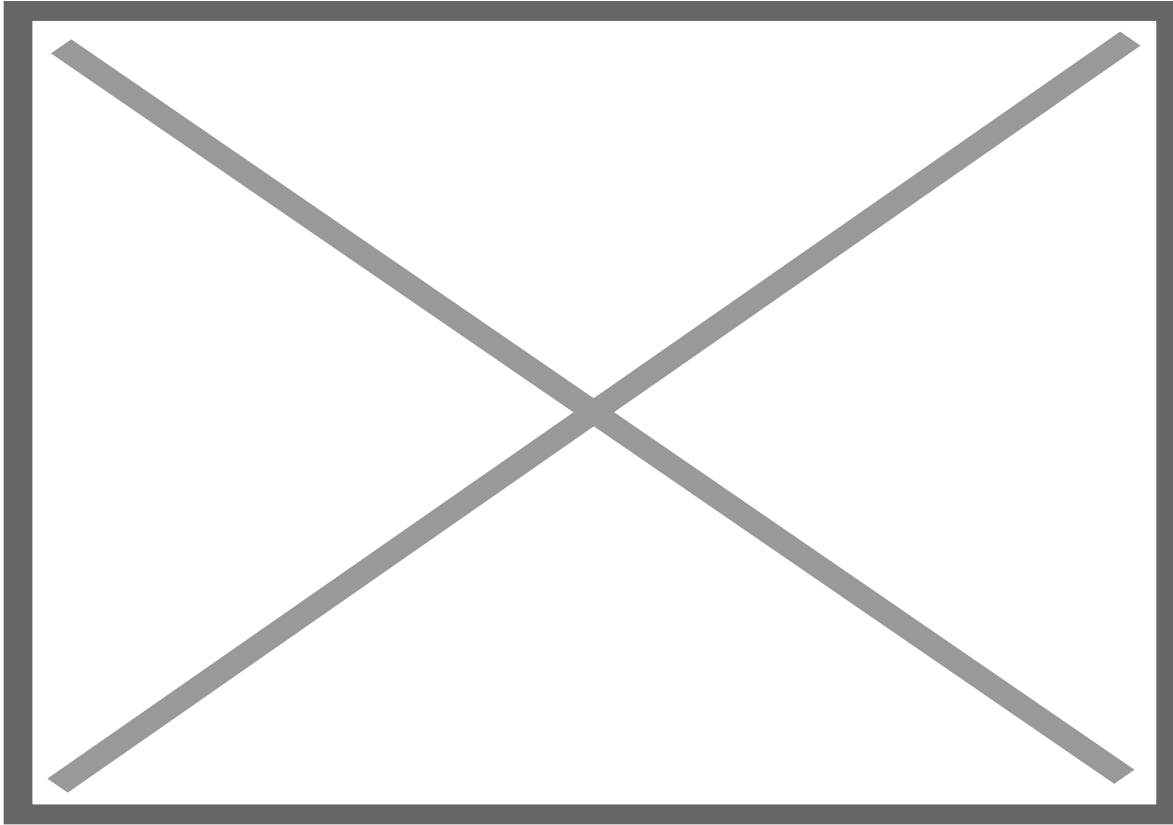
Employee Distribution By Salary Range: Shows a summary of employee counts and their distribution across the different employee salary ranges.

Image



Report Info: displays the information about the prompts entered.

Image



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



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.

First Published

Wed, 06/08/2016

Last Updated

Wed, 01/07/2026

[Printable PDF](#)