



Compensation Analytics: Connecting the Dots Between Compensation and Business Results

Call us at 855-828-2229

Are You Confident that Your Compensation Strategy is Working?

For most organizations, payroll and benefits are the largest expense. Given the ever-changing requirements for employment law compliance and increased wage transparency, data is critical to support the decisions you make about employee compensation. TPS Group offers **Compensation Analytics** to provide the data you need to:

- **Ensure** that your pay practices are fair and equitable
- **Determine** whether salary ranges need adjusting
- **Differentiate** between positions in one pay range versus another
- **Help** you confidently answer questions from employees as to why their pay is less than someone else's
- **Ensure** that employees are correctly classified as Exempt or Non-Exempt under FLSA rules
- **Identify** irregularities in pay practices that create unjustifiable costs
- **Substantiate** any disparities in pay between members of a protected class (age, gender, race, etc.)
- **Monitor** trends over time and show progress toward business goals
- **Make smarter** business decisions and reduce legal risks

Analytics have become an important part of the HR strategy to evaluate jobs and benchmark compensation. TPS offers a full spectrum of compensation analytic services through:

**Job
Analysis**

**Job
Evaluation**

**Internal
Compensation
Analysis**

**External
Compensation
Analysis**

**Wage & Salary
Structure
Development**

TPS Group Business Solutions

TPS Group is a family of companies providing a variety of products and service in the areas of Retirement Planning and Plan Management, Payroll, Human Resources and Benefits. For more than fifty years, businesses large and small have relied on TPS for creative business solutions.



Our Services



Human Resources Consulting

- Comprehensive HR solutions
- Employee Handbook & Policy Development
- HR Compliance & Audits
- Training Workshops
- Hiring and Recruiting
- HR Department Startups & On-Site HR



Retirement Plan Administration And Consulting



Payright Workforce Solutions



TPS Group Medical & Benefits Administration

Contact Us

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