

**Compensation Analytics:** Connecting the Dots Between Compensation and Business Results

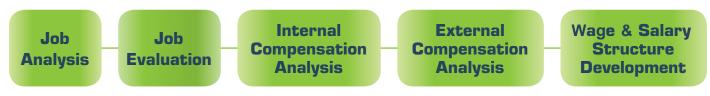
Call us at 855-828-2229

# Are You Confident that Your Compensation Strategy is Working?

For most organizations, payroll and benefits are the largest expense. Given the everchanging 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	Help you confidently answer questions from employees as to why their pay is less than someone else's	Substantiate any disparities in pay between members of a protected class (age,
<b>Determine</b> whether		gender, race, etc.)
salary ranges need	<b>Ensure</b> that employees	-
adjusting	are correctly classified as	Monitor trends over
	Exempt or Non-Exempt	time and show progress
Differentiate between	under FLSA rules	toward business goals
positions in one pay		C
range versus another	Identify irregularities in	Make smarter business
	pay practices that create	decisions and reduce
	unjustifiable costs	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:



**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

#### **TPS** Group

Tel: (203) 234-2229

# www.tpsgroup.com Fax: (203) 234-8369

### HR@tpsgroup.com

127 Washington Avenue, W. Wing, North Haven, CT 06473

The Pension Service 468 Great Road Acton, MA 01720 Tel: (978) 369–2318 Fax: (978) 379-8481 **TPSI** 270 Northpointe Pkwy., Suite 10 Amherst, NY 14228 Tel: (716) 839–9405 Fax: (716) 839-9713

The Pension Service 869 Main St. Suite 400 Westbrook, ME 04092 Tel: (207) 854–1304 Fax: (207) 854-1305