

QUICK Q&A

Answers to not-so-common questions

Even the most experienced HR pros have questions from time to time. Our monthly Quick Q&A series provides answers to not-so-common questions and links to helpful resources.

Q. How can I learn if our compensation practices are competitive?

A. A compensation analysis is a great way to compare your organization's pay practices to your competitors. HR teams can use data from a compensation analysis to create a competitive salary offering that attracts and retains top talent. A formal pay structure based on findings of a compensation analysis can help you avoid compensation bias and claims that your pay practices are discriminatory.

When conducting a compensation analysis, it's important to compare apples to apple. Select a vendor who provides you accurate and relevant data and actionable recommendations based on that data's findings. While salary is a main determinant of employment for many individuals, job seekers may look at other forms of compensation, including

- medical, dental, and other coverages,
- paid time off,
- bonus or incentive compensation,
- flexible working schedule, and more.

Make sure compensation analysis is on your to-do list to ensure fair and competitive offerings for your employees. Bukaty Companies HR Consulting & Training professionals can perform a thorough compensation analysis and assist with the development or refresh of your organization's pay scales and policies. To learn more, [contact us](#).

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