

COMPENSATION

I. PAY ADMINISTRATION

Q7. Does your organization have an HRIS (HR Information System)?

Yes	77%
No	23%
Majority: ADP (32%), Dominion System (11%), Paycor (7%)	

TOTAL COMPANIES RESPONDED 121

Q8. What does your organization process thru HRIS?

Payroll	89%
Benefits	67%
Attendance	65%
Performance Evaluations	43%
Applications	35%
Job Descriptions	19%
Other	15%

TOTAL COMPANIES RESPONDED 96

*Number equal more than 100% due to multiple responses.

Q9. Does your organization have a Corporate Strategic Plan?

Yes	71%
No	29%

TOTAL COMPANIES RESPONDED 119

Q10. Does your organization have an HR Strategic Plan?

Yes	45%
No	55%

TOTAL COMPANIES RESPONDED 120

Q11. Does your organization have a formal compensation plan?

Yes	57%
No	43%

TOTAL COMPANIES RESPONDED 120

Q12. What is your organization's compensation program based upon?

Market pricing (single job rates)	75%
Skill-based pay	31%
Broadbanding	20%

TOTAL COMPANIES RESPONDED 107

*Number equal more than 100% due to multiple responses.

Q13. Your organization's compensation strategy seeks to:

Stay even with area labor market	54%
Stay even with industry competitors	38%
Stay ahead of area labor market	22%
Stay ahead of industry competitors	12%

TOTAL COMPANIES RESPONDED 116

*Number equal more than 100% due to multiple responses.