



Pay Increase Tool (PIT)

Go beyond traditional salary increase matrices while designing your salary increase distribution algorithm.

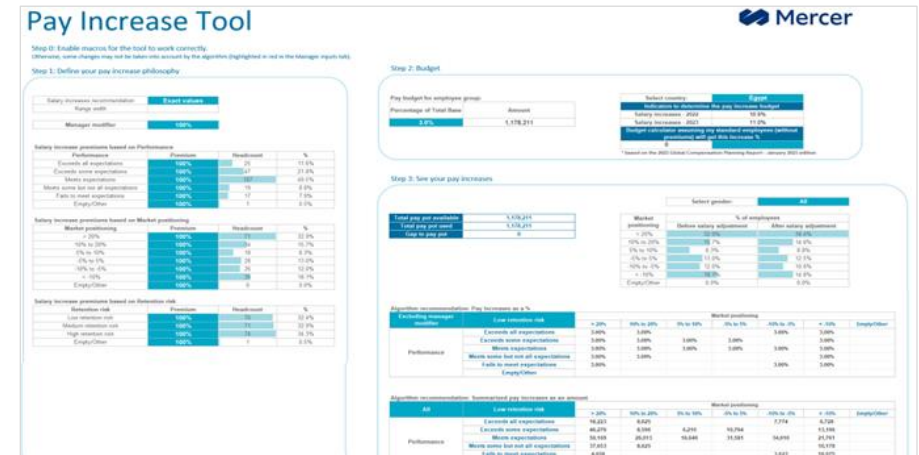


Overview:

- Generate calculations for recommended individual employee salary increases and the corresponding budget adjustments, enabling you to surpass traditional salary increase matrices.
- Build a thriving workplace to ensure:
 - Higher merit increases address the rising cost of living and supports your rewards strategy.
 - Merit increases address the rising cost of living and supports your rewards strategy.
 - Maximize the positive impact of spending your budget.
 - Managers allocate their budgets well and use this opportunity to address existing inequalities in their teams."

Key benefits:

- An overview of compensation practice compared to the market.
- Provides individual-level data, facilitating well-informed compensation decision-making.
- Contains different statistical measures for each of the compensation elements. The reference market (general or a specific sector) can be defined by the client and is based on regressed or actual data.
- The results are presented in both detailed data tables and informative charts.



Business area	Current Base Salary	Current positioning in range	Compa ratio against market data	Guideline Pay Increase	%	Impact on Base Salary	Impact on compa ratio against market data	Impact on positioning in range	Manager recommendation		Full Cost Adjustment (with rounding)		New Base Salary (with rounding)	
									Manager Recommended Salary Increase (%)	New Base Salary	Full Cost Adjustment (with rounding)	New Base Salary (with rounding)		
Dealerships	322,000	< -10%	35%	9,660	3.00%	331,660	-33%	< -10%	9,660	3.00%	331,660	33%	9,660	331,660
Dealerships	322,000	-5% to 5%	2%	9,660	3.00%	331,660	0%	-5% to 5%	9,660	3.00%	331,660	0%	-5% to 5%	9,660
Dealerships	264,500	< -10%	21%	7,935	3.00%	272,435	-18%	< -10%	7,935	3.00%	272,435	-18%	7,935	272,435
Dealerships	247,250	< -10%	26%	7,418	3.00%	254,668	-24%	< -10%	7,418	3.00%	254,668	-24%	7,418	254,668
Dealerships	319,000	-10% to 4%	1%	9,315	3.00%	319,935	-4%	-5% to 5%	9,315	3.00%	319,935	-4%	9,315	319,935
Dealerships	468,000	> 20%	38%	13,800	3.00%	473,800	42%	> 20%	13,800	3.00%	473,800	42%	13,800	473,800
Showrooms	316,250	> 20%	24%	9,488	3.00%	325,738	27%	> 20%	9,488	3.00%	325,738	27%	9,488	325,738
Showrooms	169,050	< -10%	34%	6,072	3.00%	174,122	-32%	< -10%	6,072	3.00%	174,122	-32%	6,072	174,122
Showrooms	287,500	10% to 20%	12%	8,625	3.00%	296,125	16%	10% to 20%	8,625	3.00%	296,125	16%	8,625	296,125
Showrooms	345,000	> 20%	30%	10,260	3.00%	355,260	29%	> 20%	10,260	3.00%	355,260	29%	10,260	355,260
Showrooms	224,250	< -10%	12%	6,720	3.00%	230,970	-10%	-10% to 4%	6,720	3.00%	230,970	-10%	6,720	230,970
Showrooms	207,000	< -10%	19%	6,210	3.00%	213,210	-17%	< -10%	6,210	3.00%	213,210	-17%	6,210	213,210
Showrooms	207,000	< -10%	19%	6,210	3.00%	213,210	-17%	< -10%	6,210	3.00%	213,210	-17%	6,210	213,210
Showrooms	189,750	< -10%	26%	5,693	3.00%	195,443	-24%	< -10%	5,693	3.00%	195,443	-24%	5,693	195,443
Showrooms	173,000	< -10%	33%	5,175	3.00%	177,675	-31%	< -10%	5,175	3.00%	177,675	-31%	5,175	177,675
Showrooms	210,500	< -10%	15%	6,555	3.00%	225,055	-15%	< -10%	6,555	3.00%	225,055	-15%	6,555	225,055
Showrooms	207,000	< -10%	19%	6,210	3.00%	213,210	-17%	< -10%	6,210	3.00%	213,210	-17%	6,210	213,210
Dealerships	253,000	-5% to 5%	-1%	7,590	3.00%	260,590	2%	-5% to 5%	7,590	3.00%	260,590	2%	7,590	260,590
Showrooms	287,500	10% to 20%	12%	8,625	3.00%	296,125	16%	10% to 20%	8,625	3.00%	296,125	16%	8,625	296,125
Showrooms	345,000	> 20%	30%	10,260	3.00%	355,260	29%	> 20%	10,260	3.00%	355,260	29%	10,260	355,260

[Sample](#)

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