



COMPENSATION ANALYSIS BY QUARTILE

REPORT DESCRIPTION B0056 | LUMIRA

BOBJ

The purpose of this report is to display employee compensation data by quartile for employees and new hires in the Integrated HR-Payroll System.

Report Description

This dashboard displays compensation analysis metrics for employees and new hires.

Report Location

PA: Compensation

Report Uses

- Analyze employee salary quartile distribution by different factors such as education level, related education and experience, job family and salary to determine compensation trends.
- Analyze new hires salary quartile distribution to ensure compensation trends for new hires align with the compensation philosophy of the State/Agency.

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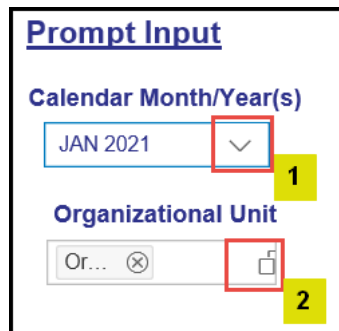
How to generate this report

There are no prompts required to generate this dashboard. Click on the report name “**B0056: Compensation Analysis by Quartile**” in the **PA: Compensation** folder, and the report will execute.

The dashboard is generated with data contained in multiple tabs. The initial rendering defaults to showing data specific to the agency OrgUnits for which the user has access.

Prompt Input Control

The Prompt Input control has two dimensions which are pre-filled with default values for the initial execution.



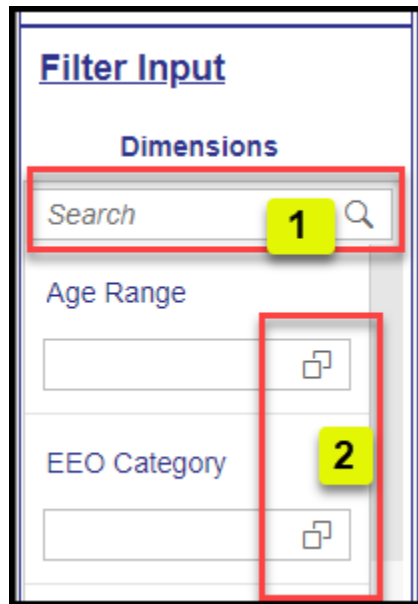
The image shows a 'Prompt Input' control with two sections. The first section is titled 'Calendar Month/Year(s)' and contains a dropdown menu with 'JAN 2021' selected. A red box highlights the dropdown arrow, and a yellow box with the number '1' is next to it. The second section is titled 'Organizational Unit' and contains a text input field with 'Or...' and a clear icon. A red box highlights a square icon at the end of the field, and a yellow box with the number '2' is next to it.

- **Calendar Month/Year(s)**: The default value is set to current month. The value can be changed by using the dropdown arrow (1).
- **Organizational Unit**: The default value is the top-level Organizational Unit(s) to which the user has access. The value can be changed by clicking the icon at the end (2).

NOTE: Prompt Input values will always apply to data across all tabs (Overview, New Hires and Analysis tabs).

Filter Input Control

The Filter Input control contains many dimensions that can be used to further narrow down the data.



- The Search box allows you to search for specific dimension names (1).
- Use the icons at the end of each Dimension name to filter for specific values in each Dimension (2).
- Dimensions Available for Filter Input:
 - Age Range
 - EEO Category
 - Emp Pay Area
 - Emp Pay Group
 - Emp Pay Level
 - Emp Pay Type
 - Employee Group
 - Employee Subgroup
 - Ethnic Origin
 - Gender
 - Job
 - Job Branch
 - Job Family
 - OrgPath – Agency
 - OrgPath – Division
 - Personnel Area
 - SOC Code
 - State SOC Subcategory

NOTE: Filter Input values apply to data across all tabs (Overview, New Hires) except Analysis Application. Analysis Application Tab functions independently in this dashboard.

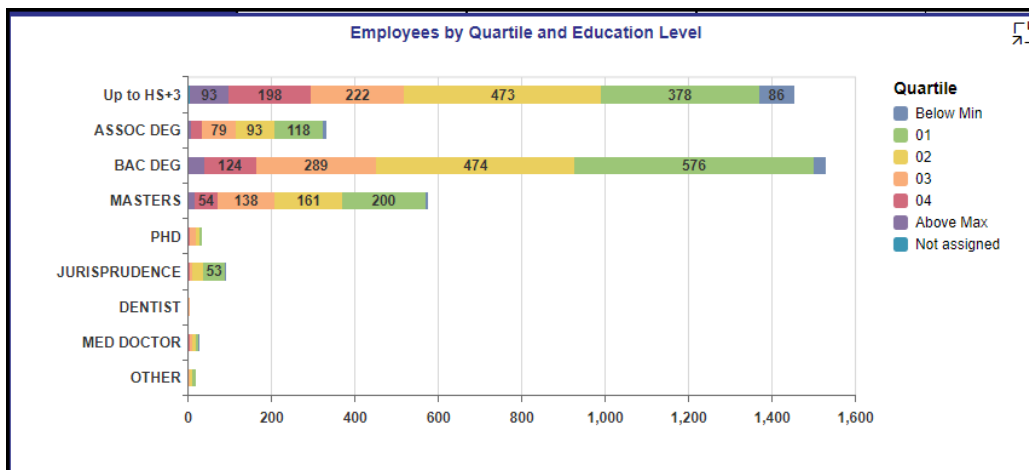
Overview Tab

Below is a sample of the dashboard charts under the Overview tab:

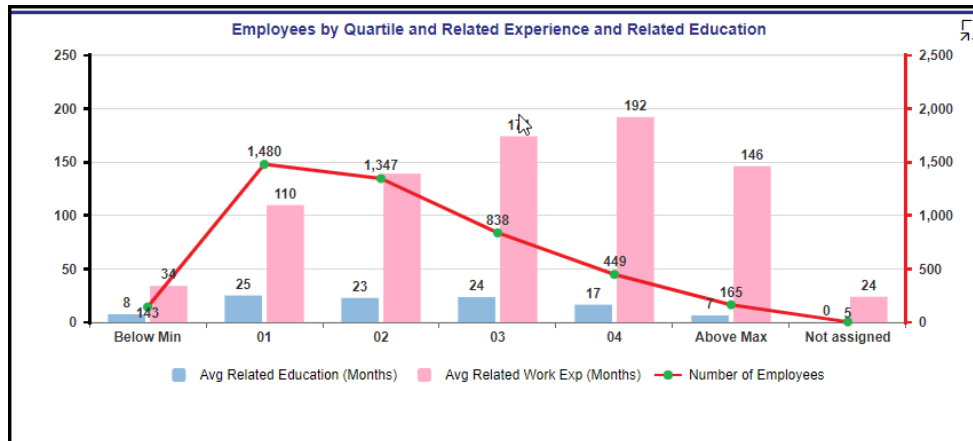


There are four data components displayed in this tab.

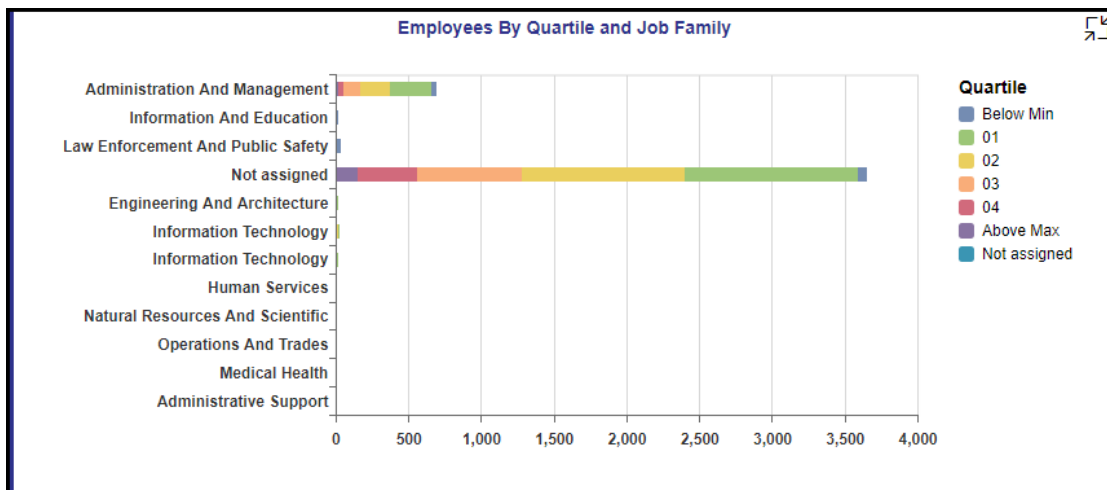
- Bar chart showing Employees by Quartile and Education Level.



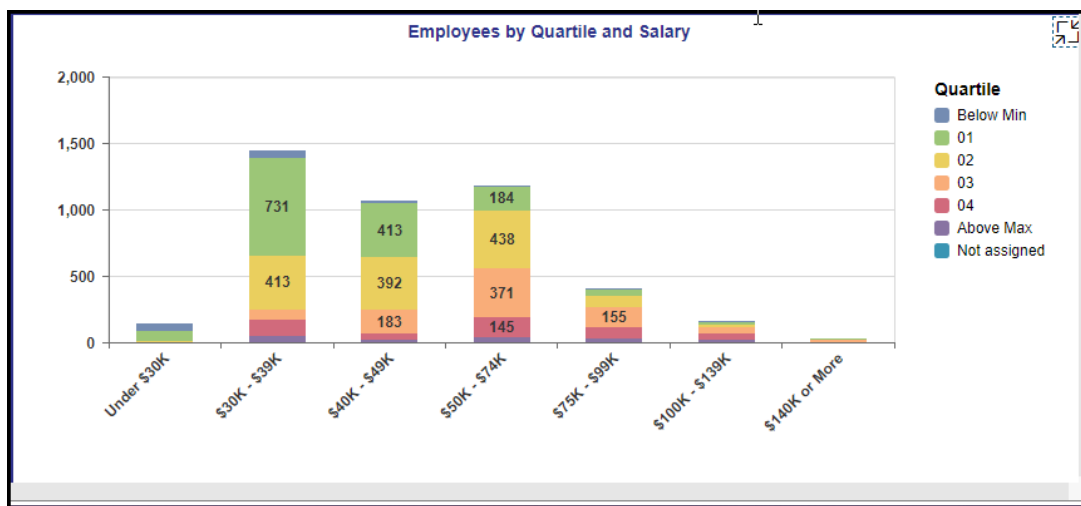
- Combination Chart showing Employees by Quartile and Related Experience and Related Education.



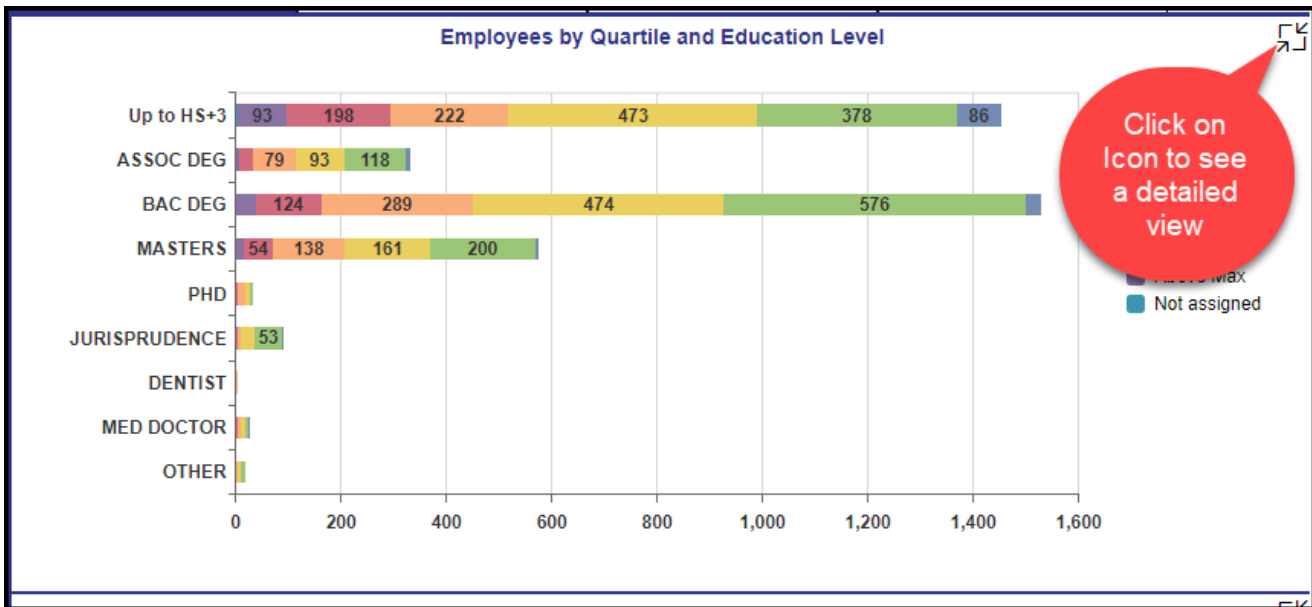
- Bar chart showing Employees by Quartile and Job Family.



- Column Chart showing Employees by Quartile and Salary

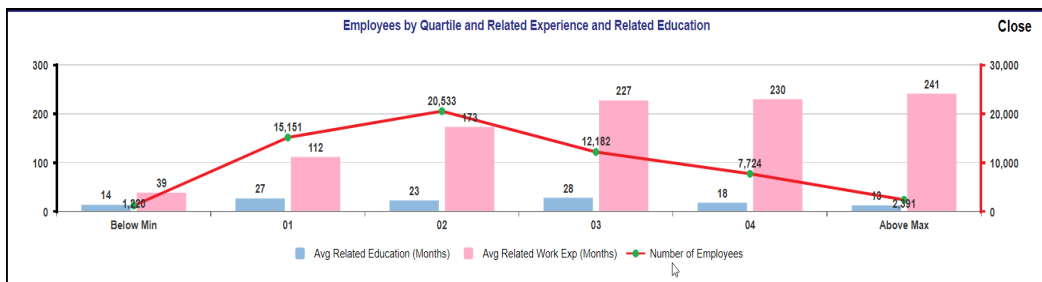


Many charts contain an icon in the upper right corner to enable expansion of the chart to full-screen view.



Note:

- Detailed view icon on ‘Employees by Quartile and Education Level’ chart will show a full screen view of a bar chart showing Employees by Quartile and Education Level, this is the exact same view of the original chart just enlarged.
- Detailed view icon on ‘Employees by Quartile and Related Experience and Related Education’ chart will show a split screen view of the data.
 - Chart one shows a combination chart of a column and line chart that is an exact replica of the front view just enlarged.



- Chart two is a crosstab that shows the data of Quartile, Average Related Education (Months), Average Related Work Experience (Months) and Number of Employees.

Quartile	Avg Related Education (Months)	Avg Related Work Exp (Months)	Number of Employees
Below Min	13.85	38.54	1,220
01	26.77	111.66	15,151
02	22.81	173.13	20,533
03	28.24	227.19	12,182
04	18.17	229.67	7,724
Above Max	12.61	241.15	2,391

- Detailed view icon on ‘Employees by Job Family’ chart will show a full screen view of the original view from the main page of a bar chart showing Employees by Quartile and Job Level.
- Detailed view icon on ‘Employees by Quartile and Salary’ chart will show a full screen view of the original chart on the main page displaying a column chart showing the Employees by Quartile and Salary.

New Hires Tab

Below is a sample of the dashboard charts under the New Hires tab:



All data for New Hires is based on a 12-month period ending with the selected month shown in the prompt input **Calendar/Month Year(s)** drop-down.

Prompt Input

Calendar Month/Year(s)

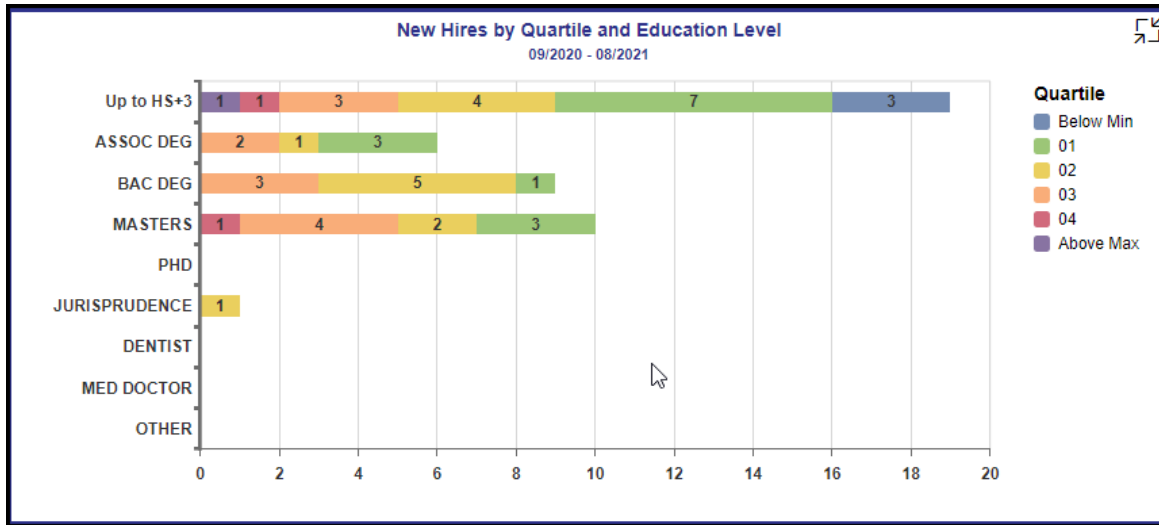
SEP 2021 ▼

Organizational Unit

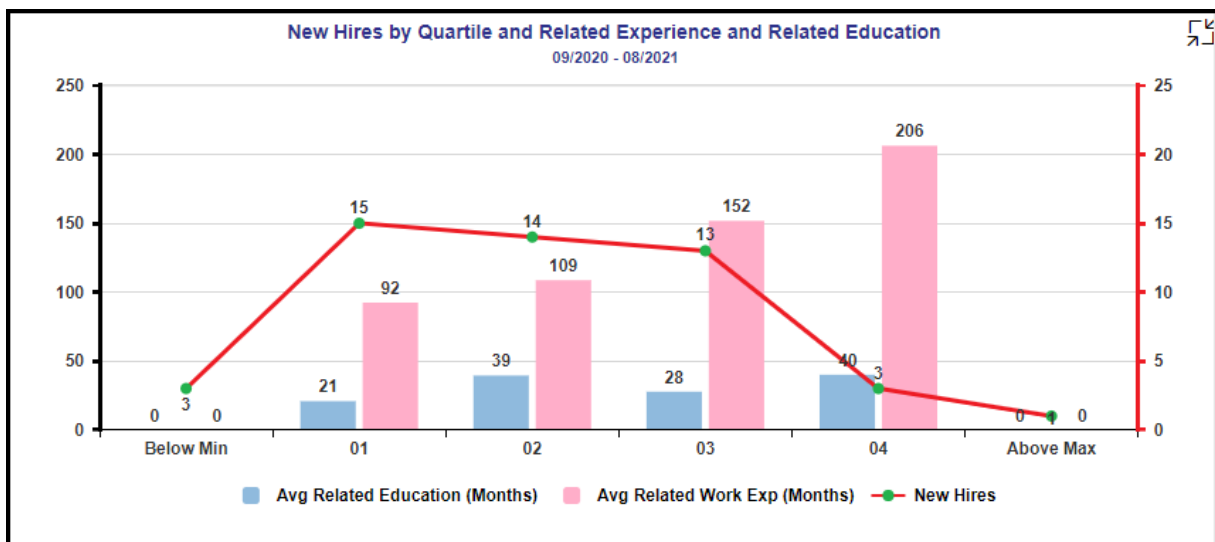
Or... ⊗

There are four data components displayed in this tab.

- A bar chart component showing New Hires by Quartile and Education Level.



- A combination Chart showing New Hires by Quartile and Related Experience and Related Education.



- A Bar Chart showing New Hires by Quartile and Job Family.



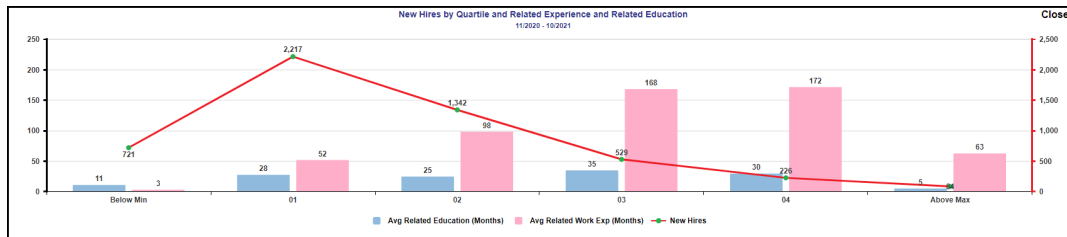
- A Column Chart showing New Hires by Quartile and Salary.



Note:

- Detailed view icon on 'New Hires by Quartile and Education Level' chart will show a full screen view of a bar chart showing New Hires by Quartile and Education Level, this is the exact same view of the original chart just enlarged.
- Detailed view icon on 'New Hires by Quartile and Related Experience and Related Education' chart will show a split screen view of the data.

- Chart one shows a combination column and line chart that is an exact replica of the front view just enlarged.



- Chart two is a crosstab that shows the data of Quartile, Average Related Education (Months), Average Related Work Experience (Months) and Number of New Hires.

Quartile	Avg Related Education (Months)	Avg Related Work Exp (Months)	New Hires
Below Min	10.85	2.96	721
01	27.52	51.86	2,217
02	24.68	98.36	1,342
03	34.87	168.28	529
04	29.58	171.65	226
Above Max	5.00	62.64	84

- Detailed view icon on ‘New Hires by Job Family’ chart will show a full screen view of the original view from the main page of a bar chart showing New Hires by Quartile and Job Level.
- Detailed view icon on ‘New Hires by Quartile and Salary’ chart will show a full screen view of the original chart on the main page displaying a column chart showing the New Hires by Quartile and Salary.

Analysis Application Tab

The Analysis Application tab is an interactive interface to manipulate the data table on the workspace to customize this data view.

The screenshot shows the 'Analysis Application' tab in a software interface. At the top, there are navigation tabs: Overview, New Hires, Analysis Application (selected), and Report Info. Below the tabs, there's a search bar and a list of measures: 'Measures (4)' including 'Number of Employees (SP0200N...)', 'Avg Related Ed...', 'Avg Related Wo...', and 'Avg Salary'. The main area is a data table with columns A through Q. The table has a header row with 'Job Family' in column A and four measures in columns B, C, D, and E. The data rows list various job families with their corresponding values for the measures. On the left side, there are two panels: 'MEASURES' and 'DIMENSIONS'. The 'DIMENSIONS' panel lists various categories like 'Age Range', 'Cal Mth/Yr', 'Country Grouping', 'EEO Category', 'Employee Group', 'Employee Sub...', 'Emp Pay Area', 'Emp Pay Group', 'Emp Pay Level', and 'Emp Pay Type'. A red box highlights the 'DIMENSIONS' panel, and a red arrow points from a yellow '1' to the 'Job Family' row in the table. In the top right corner, there are three icons: a funnel (highlighted with a yellow '2'), a bar chart, and a table icon (highlighted with a yellow '3').

Job Family	Avg Related Education (Months)	Avg Salary	Avg Related Work Exp (Months)	Number of Employees
90000000 Administration And Management	12.08	40,011	145.41	696
90000001 Engineering And Architecture	16.00	41,118	32.00	3
90000002 Human Services	0.00	31,200	47.00	1
90000003 Information And Education	15.53	45,381	28.35	17
90000004 Information Technology	10.29	54,222	26.86	14
90000006 Law Enforcement And Public Safety	0.00	39,543	1.61	31
90000007 Medical Health	48.00	121,765	158.00	1
90000008 Natural Resources And Scientific	72.00	53,939	291.00	1
90000009 Operations And Trades	0.00	51,618	364.50	2
91000001 Administrative Support	0.00	48,427	0.00	1
91000025 Inf 91000001 Administrative Support	28.36	84,592	213.82	11
# Not assigned	24.33	55,215	140.13	3,683

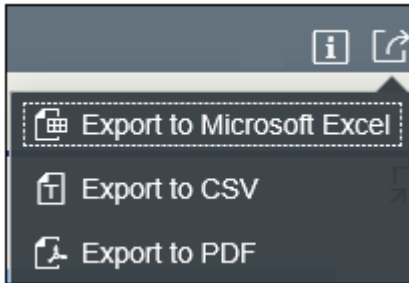
- Dimensions can be dragged into the 'ROWS' area to customize the data table (1).
- The funnel icon can be used to apply additional dimension filters to the data set (2).
- **NOTE:** Applying filters in this tab will NOT affect the data on all other tabs (Overview, New Hires).
- Upper right corner has controls to enable switching your data view to a different type of chart or table (3).

Additional Standard Controls

The upper right corner contains two standard controls available.



- The Info icon displays the information about the dashboard (1).
- The Export icon allows exporting to various formats (2).



- Export to PDF will export images from the current active tab.

Special Report Considerations/Features

- Temporary employees are excluded.
- Only employees assigned to Quartile pay structures are represented in this dashboard.
- Employee Pay Types Included in this dashboard:
 - 06 Executive
 - 07 General
 - 08 Information Tech
 - 09 Attorney
 - 10 Education
 - 11 Medical
 - 12 State Hwy Patrol
 - 16 Correctional Officer
 - 17 Probation Parole Officer
- Labels Defined:
 - Below Min: Quartile 00

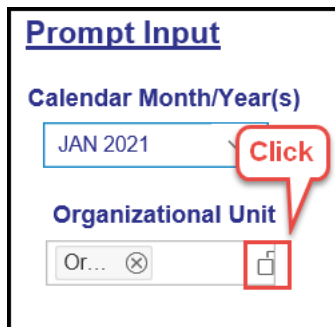
- Above Max: Quartile ZZ

- The following are employee actions selected for counting New Hires:

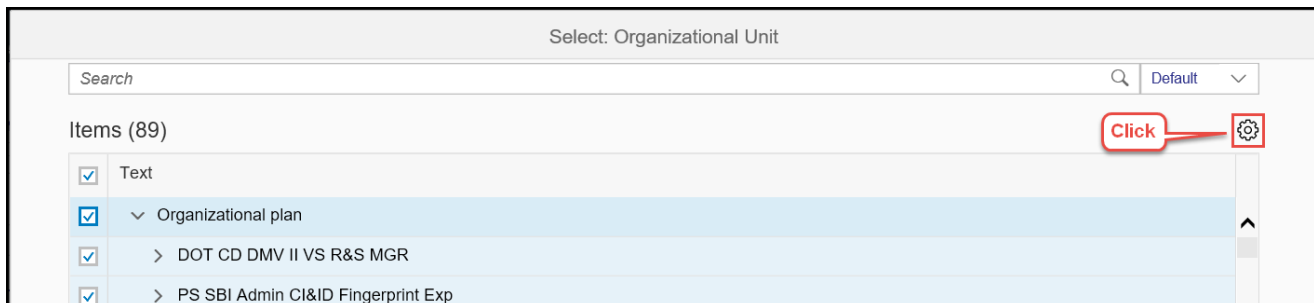
Action Type	Action Reason
Z0 - New Hire (NC)	01 - New Hire
Z2 - Reinstatement/Reemployment(NC)	02 - Rtn St w/in 12 mths-Higher S/G
Z2 - Reinstatement/Reemployment(NC)	04 - Return to State within 5 years
Z2 - Reinstatement/Reemployment(NC)	05 - Return to State after 5 years
Z2 - Reinstatement/Reemployment(NC)	39 - Temp to Perm
Z7 - Non-Beacon to Beacon(NC)	04 - Rtn St w/in 12 mths-Same S/G
Z7 - Non-Beacon to Beacon(NC)	05 - Rtn St w/in 12 mths-Higher S/G
Z7 - Non-Beacon to Beacon(NC)	06 - Rtn St w/in 12 mths-Lower S/G
Z7 - Non-Beacon to Beacon(NC)	07 - Return to State within 5 years
Z7 - Non-Beacon to Beacon(NC)	08 - Return to State after 5 years

- How to see ‘Key and Text’ in Prompt Input and Filter Input panels

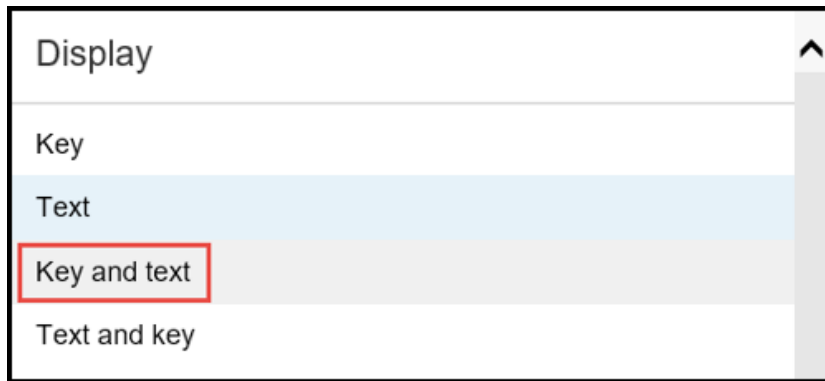
1. Choose Organizational Unit from Prompt Input panel.



2. Choose on the icon at the far right.



3. Choose Key and Text.



NOTE: Key and Text can be selected the same way in Filter Input panel dimensions too.

Change Control

Effective Date	Change Description
9/21/2021	Initial Report creation
10/18/2021	Added Alt Text. L. Lee
2/22/2022	Added new "17 – Probation Parole Officer (PPO)" Emp PayType to report filter.