



An advanced, elegant software tool for today's job evaluation needs

Right Time, Right Tool

With the current volatility in both employment markets and corporate organization, many companies are finding that their job classifications have fallen out of step with the realities of the workplace. Do your salary structures generate salaries consistent with real value of work to the company? Moreover, are you valuing work in a manner that is consistent with company values and culture?

The **Job Evaluation** module of CompXpert can help you ensure that your job classification system supports company equity goals. It enables you to produce a totally transparent, legally defensible system in compliance with any regulatory or statutory job classification requirement.

Job Evaluation Your Way

- CompXpert easily adapts to any organizational structure and can manage multiple pay structures.
- Gather line input using online surveys.
- Customize the workflow to your situation.
- Rate both benchmark and non-benchmark jobs.
- Create custom queries and save them for future Reports.
- Cross-check data for consistency and validity.

With CompXpert from NPKtools, you are not tied to any particular methodology. Out of the box, CompXpert supports any point/factor job evaluation method. Essentially, **any evaluation methodology that can be implemented with a spreadsheet** can be implemented with CompXpert.

Advantages of an integrated solution

Having a coherent and current job classification system is the foundation of compensation analysis. If you have considered pricing jobs against the market, you'll find that CompXpert greatly lowers the hurdles to doing so. Job evaluation, survey management, and market pricing all share the same database and data management tools, so you can bring market data and internal job evaluations into the same view and analyze pay with respect to both.

With CompXpert Job Evaluation, your current approach to job evaluation can be moved or upgraded to a platform your compensation function can grow with. Flexible in how it can be deployed, you can start with a small desktop implementation and expand to a decentralized, intranet implementation.

If needed, NPKtools can provide consulting to help you assess your data needs and determine the best approach to job evaluation.

Feels like Excel...

For those accustomed to working with Excel, CompXpert will feel very comfortable. All the analytical tools you are accustomed to are there at your fingertips: Filter, sort, lookup, and the rest. What's missing is the "oops" factor—that ever-present danger when working with spreadsheets that you could lose your work—or worse, your data.

...but so much more

In CompXpert, your company data is stored in an industrial strength database. Multiple users can be using data at the same time. You can get input from the people who know the jobs best, and then compare evaluations by unit or any function to ensure hierarchy and consistency. All access is governed by highly granular, rules-based security that you control.

Plus, CompXpert has unique visual analysis tools. The Job Evaluation Matrix allows you to display your company job classifications in comparison to any number of evaluation factors—excellent for identifying outliers or other anomalies.

