



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.

Prompt Input

Calendar Month/Year(s)

Organizational Unit

- **Calendar Month/Year(s):** The default value is set to current month. The value can be changed by using the dropdown arrow.
- **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.

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.

Filter Input

Dimensions

Search 

Age Range 

EEO Category 

Emp Pay Area 

Emp Pay Group 

- The Search box allows you to search for specific dimension names.
- Use the icons at the end of each Dimension name to filter specific values in each Dimension.

- 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.

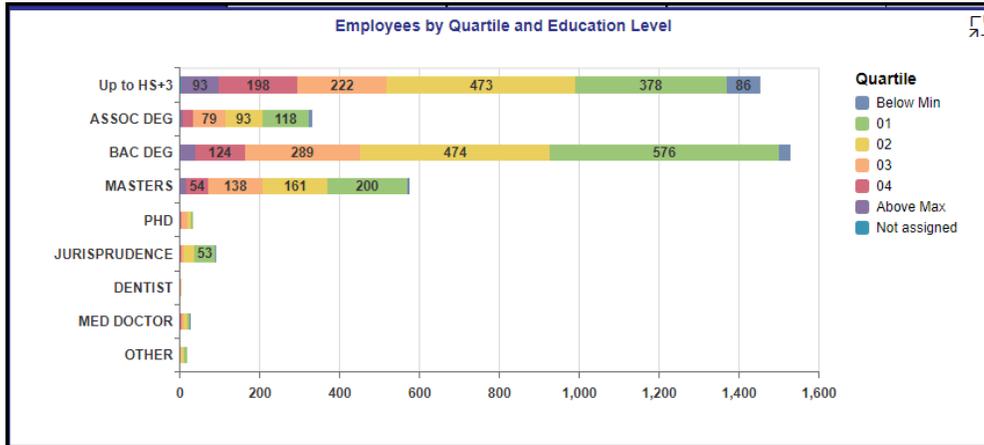
Overview Tab

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

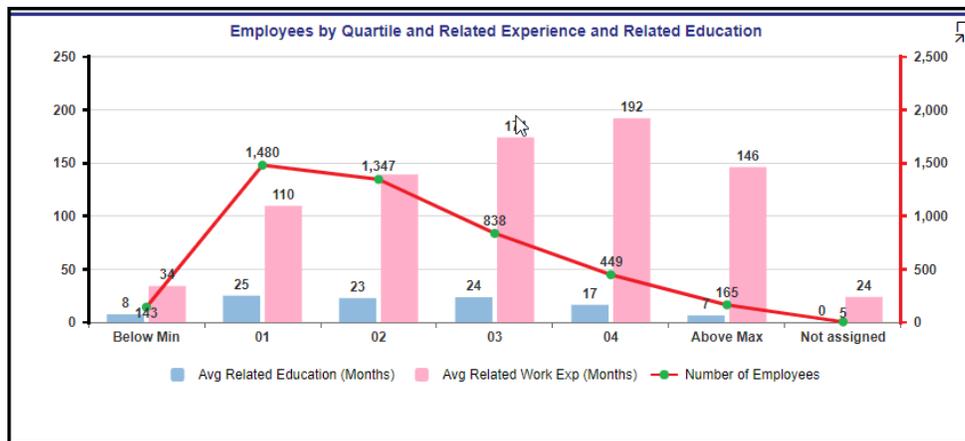


There are four data components displayed in this tab.

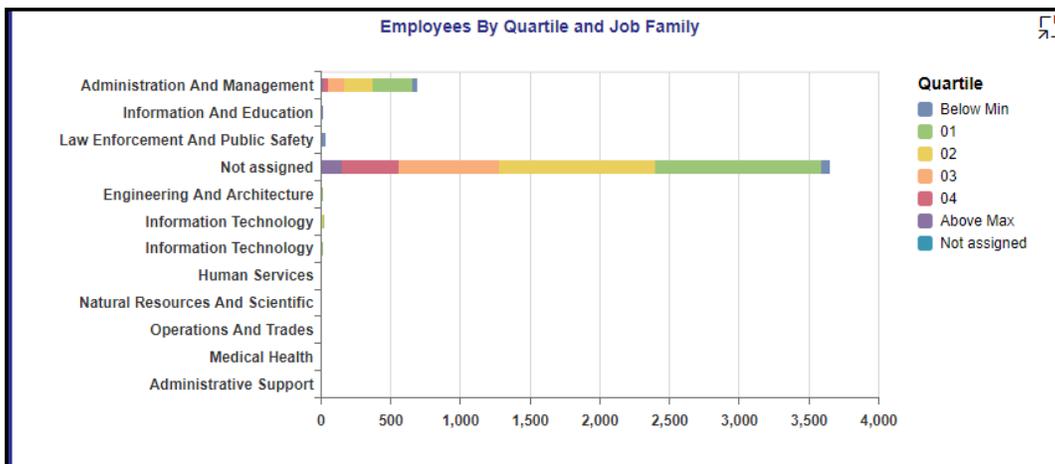
- Bar chart showing Employees by Quartile and Education Level.



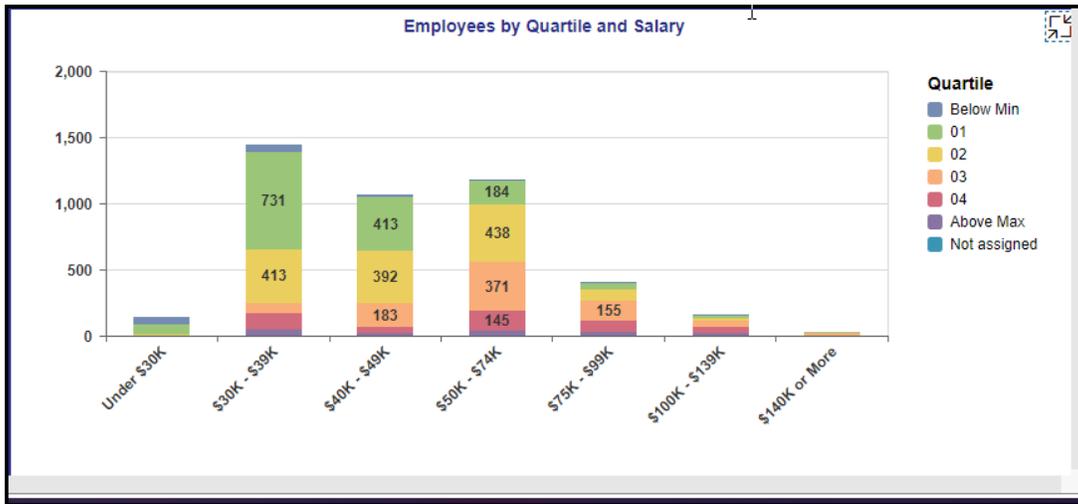
- Combination Chart showing Employees by Quartile and Related Experience and Related Education.



- Bar chart showing Employees by Quartile and Job Family.



- Column Chart showing Employees by Quartile and Salary



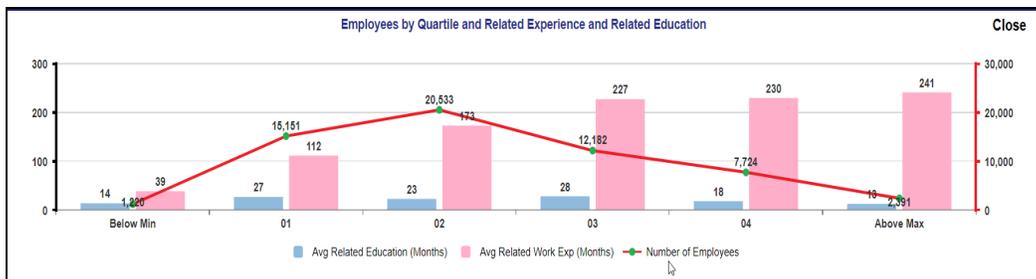
Many charts contain an icon in the upper right corner to enable expansion of the chart to full-screen view.

Employees by Quartile and Education Level



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)

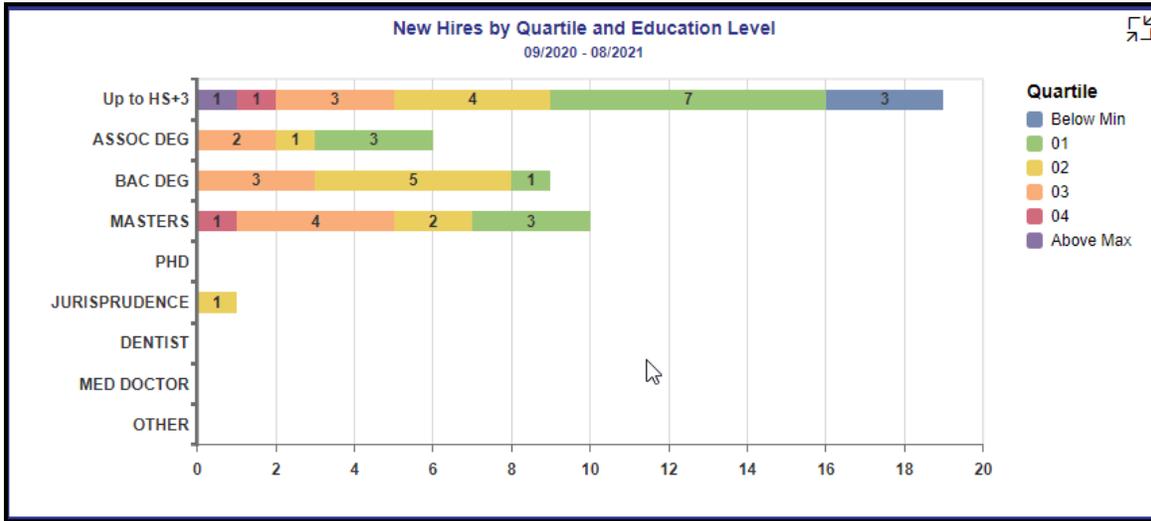
SEP 2021 ▼

Organizational Unit

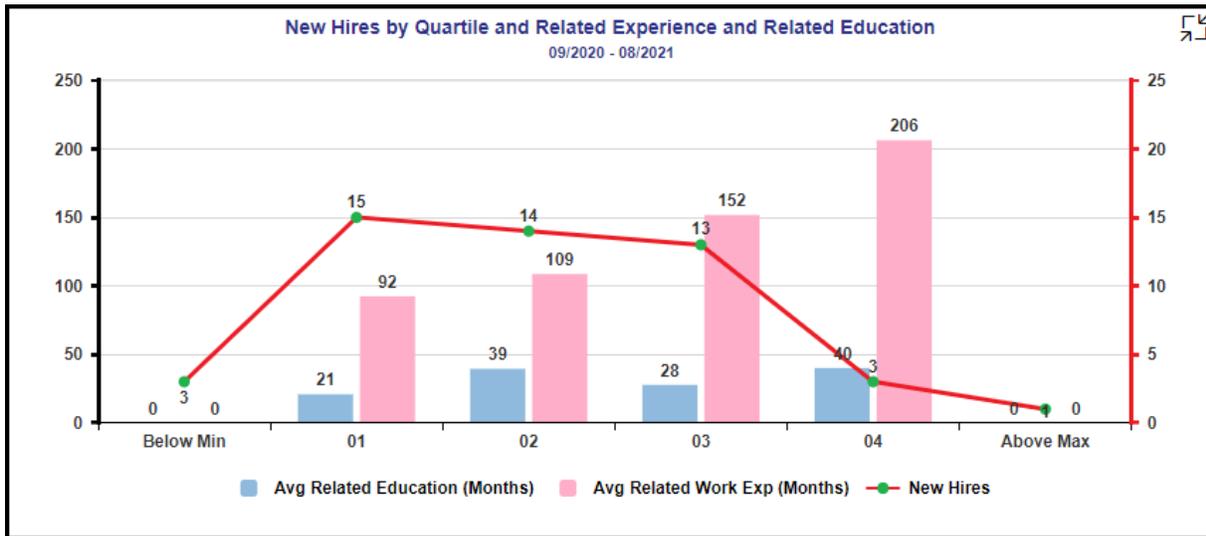
Or... ⊗ 📄

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.

Execution Date: 9/25/24 B0056: Compensation Analysis by Quartile as of 09/2024

Overview | New Hires | **Analysis Application** | Report Info

Measures (4)
Number of Employees (SPDZGON)

Search	MEASURES	COLUMNS	1	A	B	C	D	E	F	G	H	I	J	K
	<ul style="list-style-type: none"> ✓ Avg Related E... ✓ Avg Related W... ✓ Avg Salary ✓ Number of Em... Related Educat... Related Work ... 	Measures	2	Job Family	Avg Related Education (Months)	Avg Salary	Avg Related Work Exp (Months)	Number of Employees						
			3	9100001 Administrative Support	16.09	46,412	211.63	5,082						
			4	9100002 Agricultural, Environmental & Scientific	47.04	65,196	201.03	2,174						
			5	9100003 Program Management	36.87	65,281	206.64	3,647						
			6	9100004 Corrections	17.73	54,507	116.82	11,340						
			7	9100005 Education and Training	60.53	79,545	234.59	1,036						
			8	9100006 Engineering	30.75	94,804	210.95	2,833						
			9	9100007 Executive	64.84	169,537	289.68	98						
			10	9100008 Financial and Business Management	37.43	77,170	212.54	2,884						
			11	9100009 Human Resources	34.80	72,635	187.47	775						
			12	9100010 Human Services	50.07	62,627	195.37	3,235						
			13	9100011 Information Technology	33.12	100,128	240.54	2,509						
			14	9100012 Information Communication and Media	45.14	73,102	205.19	409						

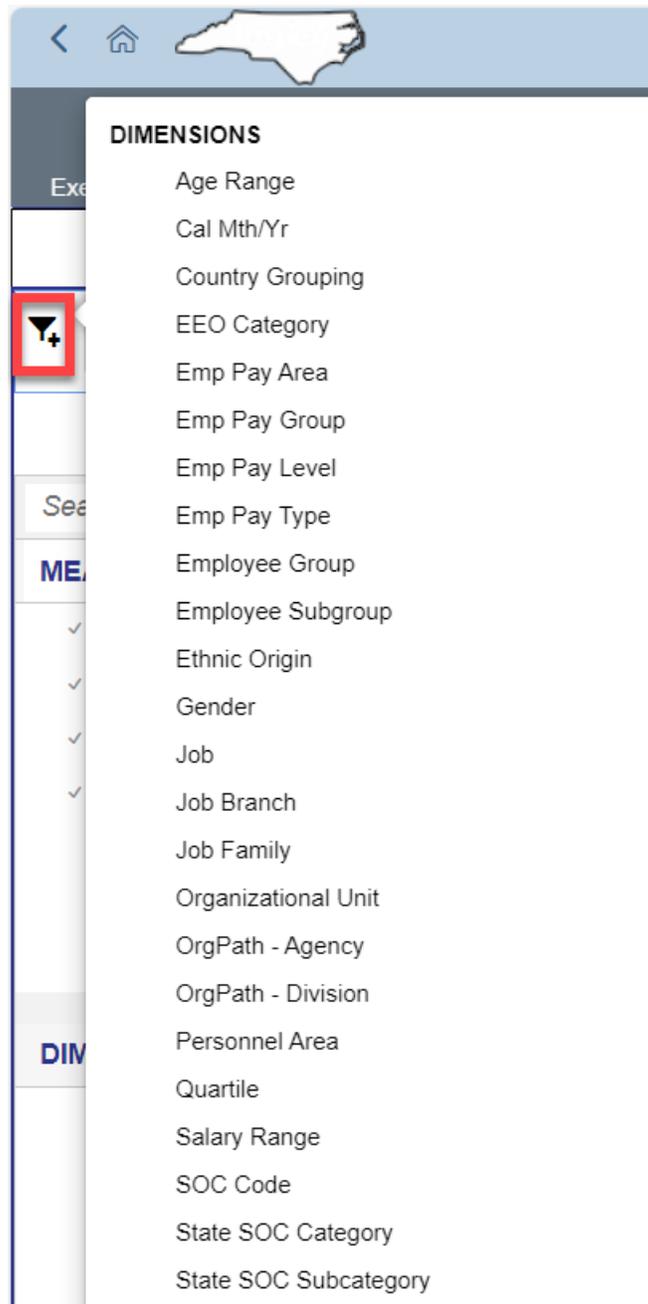
DIMENSIONS | **ROWS**

- Age Range
- Cal Mth/Yr
- Country Gro...
- EEO Category
- Employee Gr...
- Employee S...
- Emp Pay Area

- Dimensions can be dragged into the 'ROWS' area to customize the data table.



- The funnel icon can be used to apply additional dimension filters to the data set.



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.



Additional Standard Controls

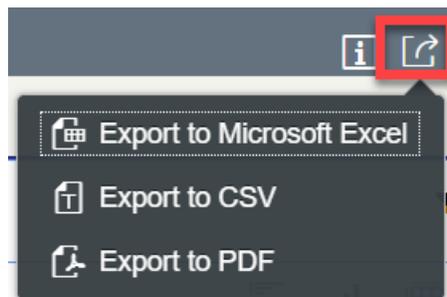
The upper right corner contains two standard controls available.



- The Info icon displays information about the dashboard.



- The Export icon allows exporting to various formats.



- 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
 - 18 – North Carolina (NC)
 - 19 – Digital Technology (DT)
 - 20 – Legal (LG)
 - 21 – Medical and Health (MH)
 - 22 – Sworn (SW)
- 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

- Choose Organizational Unit from Prompt Input panel.

Prompt Input

Calendar Month/Year(s)

SEP 2024 

Organizational Unit

2 Items 

2. Choose the Settings icon at the far right.

Select: Organizational Unit

Search Default

Items (1) 

<input checked="" type="checkbox"/>	Text
<input checked="" type="checkbox"/>	> Organizational plan
<input type="checkbox"/>	

Selected Items (2)

Organizational plan State of North Carolina

OK Cancel

3. Choose Key and Text.

Display

Key

Text

Key and text

Text and key

Attributes

<input type="checkbox"/> Ind.Purchasing Group	0BBPPURGRPX
<input type="checkbox"/> Ind. Purchasing Org.	0BBPPURORGX
<input type="checkbox"/> Buyer ID	0BBP_BUYID
<input type="checkbox"/> Organizational Unit is Company	0BBP_ISCOMP
<input type="checkbox"/> Business area	0BUS_AREA
<input type="checkbox"/> Company code	0COMP_CODE
<input type="checkbox"/> Controlling Area of Master Cost Center	0CO_MST_AR
<input type="checkbox"/> SIs Group: Indicator	0CRMSALGRPX
<input type="checkbox"/> SIs Office:Indicator	0CRMSALOFFX
<input type="checkbox"/> Sales Org. Indicator	0CRMSALORGX
<input type="checkbox"/> Ex. CRM Service Org.	0CRMSRVTGRP
<input type="checkbox"/> CRM Sales Group	0CRM_SALGRP
<input type="checkbox"/> CRM Sales Office	0CRM_SALOFF
<input type="checkbox"/> CRM Sales Org.	0CRM_SALORG
<input type="checkbox"/> Service Org. CRM	0CRM_SRVORG

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

CHANGE CONTROL

Effective 9/21/2021

- Initial Report creation

Effective 10/18/2021

- Added Alt Text. L. Lee

Effective 2/22/2022

- Added new “17 – Probation Parole Officer (PPO)” Emp PayType to report filter.

Effective 4/7/2022

- Added new Pay Scale Types to report filter:
 - 18 – North Carolina (NC)
 - 19 – Digital Technology (DT)
 - 20 – Legal (LG)
 - 21 – Medical and Health (MH)
 - 22 – Sworn (SW)

Effective 10/07/2024

- Update to Business Objects 4.3 – K.Cox