Salary.com Social Media Kit – July 2022

Total Compensation Package Example and Template  
A total compensation package is a document that sets out all the elements of compensation for an employee. It includes salary/pay, eligibility for bonuses or other incentive payments, and all benefits including paid leave. Salary.com provides you an example here:

<https://www.salary.com/blog/total-compensation-package-example/?utm_source=LinkedIn&utm_medium=social&utm_campaign=partners>

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Creating a fairer employee experience is the most important initiative for HR executives in 2022.

The Plunkett Pay Equity Framework provides a clear, achievable path to pay equity.

The time to make progress this issue is now.  
  
Download this helpful infographic and see the path towards achieving pay equity in action

<https://www.salary.com/resources/infographics/plunkett-pay-equity-inforgaphic/?utm_source=LinkedIn&utm_medium=social&utm_campaign=partners>

A person smiling with the arms crossed

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Let's talk about the Gender Pay Gap. Here are some ways men can be allies to women and make a

difference for everyone.

<https://www.salary.com/blog/gender-pay-gap-men-speaking-up-for-women/?utm_source=LinkedIn&utm_medium=social&utm_campaign=partners>

Two people shaking hands

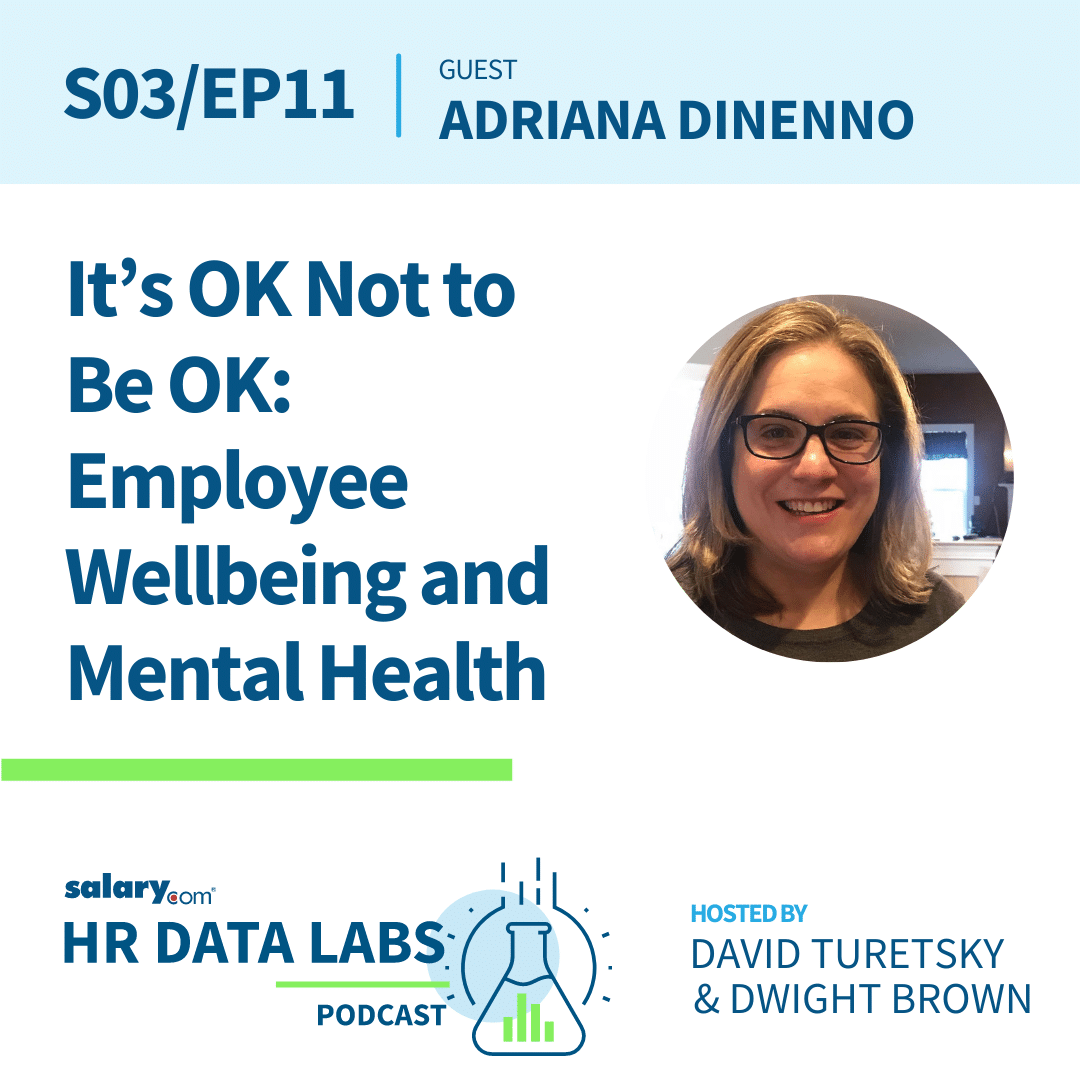
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Adriana DiNenno, People Wellbeing Co-chair and Mental Health Advocate talks about Employee

Wellbeing and Mental Health - HR Data Labs Season 3 Episode 11. Adriana reminds us why when it

comes to employee wellbeing it’s OK to not be OK.

<https://www.salary.com/resources/podcasts/hr-data-labs/season-3-episode-11-adriana-dinenno-its-ok-not-to-be-ok-employee-wellbeing-and-mental-health/?utm_source=LinkedIn&utm_medium=social&utm_campaign=partners>



5 Things to Know About Salary Transparency -  
Salary transparency means that the candidate knows what the pay range for a job is before the offer is made. Some states and cities are requiring more pay transparency in the hiring process. This is an

opportunity for some organizations to develop a clearer compensation philosophy.  
  
Learn what recent [Salary.com](http://salary.com/) surveys for both employers and employees reveal about Salary

Transparency here:

<https://www.salary.com/blog/salary-transparency/?utm_source=LinkedIn&utm_medium=social&utm_campaign=partners>

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The Plunkett Pay Equity Framework : Step 1  
  
The Plunkett Pay Equity Framework is a continuous pay equity analysis approach to compensation

management, with a six-step benchmarking and employee communication process.  
  
In addition to walking you through what a pay philosophy should do to create and sustain fair pay,

Salary.com gives you the resources and pay equity solutions you need.  
  
Read more here: <https://www.salary.com/blog/the-plunkett-pay-equity-framework-step-1-mandate-pay-equity/?utm_source=LinkedIn&utm_medium=social&utm_campaign=partners>

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The Plunkett Pay Equity Framework Step 2 – Group Comparable Jobs  
  
Doing a pay equity analysis is not just about equal pay, it's also about equal work.  
Since no two jobs are exactly alike, even at the same organization, no jobs are ever equal in practice. So, Salary.com compares things that are hard to compare. They break each thing down into component

parts or attributes. Then compares those factors to see where things are alike and different.

<https://www.salary.com/blog/plunkett-pay-equity-framework-step-2-group-comparable-jobs/?utm_source=LinkedIn&utm_medium=social&utm_campaign=partners>

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HR DATA LABS - S04/EP4: WorldatWork 2022 Series: The Future of Compensation Data  
  
In this episode, we talk with [Belinda Roberts](https://www.linkedin.com/in/ACoAAAPqFvkB9pFCUR49lBF_o0ZmLfEwtWNEQoI), North America Survey Products Leader at [Mercer](https://www.linkedin.com/company/mercer/) about

the future of compensation data.  
  
Listen here: <https://www.salary.com/resources/podcasts/hr-data-labs/season-4-episode-4-belinda-roberts-the-future-of-compensation-data-worldatwork2022-series/?utm_source=LinkedIn&utm_medium=social&utm_campaign=partners>

