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Strategies to Become a Top Talent Magnet

Today's Speaker



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63%

Of companies say it is more difficult to hire new employees and 20% report they are really struggling.

Salary.com Employer PayEquity Pulse Survey

41%

Of employees in the global workforce are considering resigning from their roles, and 36% of those leaving roles do so without having their next job in place.

Harvard Business Review

Where to start?

Job descriptions

When creating job descriptions, consider:

- The difference between job description and a job ad
 - How long do candidates spend looking?
 - How to make your application more accessible and user friendly
- Best practices:
 - Critical elements
 - How to ensure it is inclusive
 - How to ensure it is accessible
 - How to attract attention while maintaining accuracy
 - Do you need to, or want to, include wage range disclosures
 - How to convey your organizational culture

Culture



1. Strong elevator pitch
2. Mission Vision Values
3. Commitment to DE&I





Pay is at the heart of the employer-employee relationship:

- **We think BIG** and our products and services disrupt the pay equity landscape
- **Transparent communication** guides how we interact with ourselves and stakeholders
- **Collaboration** as part of our culture continually improves our results
- **Innovation** guides us to create and refine our products and services
- **Growth mindset** achieves advancement for our business, customers and employees
- **Inclusive culture** in people and thought to inform our leading-edge products and services
- **Integrity** honesty and strong morals are our most important guiding principles

Salary.com is on a mission to get pay right because we know it makes people's lives better.

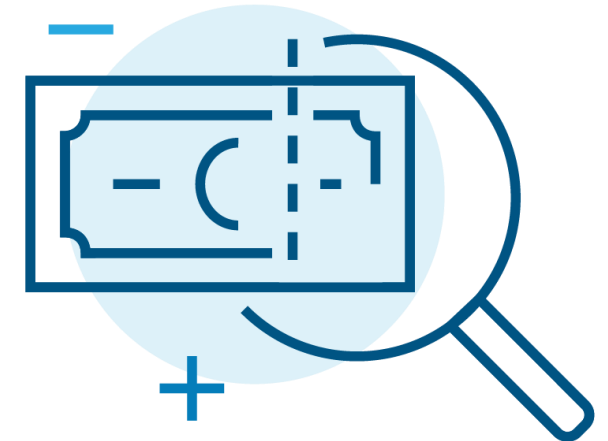
Diversity, equity and inclusion is a critical component of that mission. We've created a sustainable path forward for our employees where they realize equitable pay regardless of race, ethnicity, social and economic background, religion, gender, age or disability.

Competitive compensation and benefits

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Only 1/3 of HR pros say any manager in their company can explain why their employees are paid what they are when asked by an employee

- Pay transparency legislation and pay equity movement
- We need to be able to talk about pay
- This requires:
 - Leadership buy-in
 - Compensation philosophy/compensation plan
 - Formal training for managers



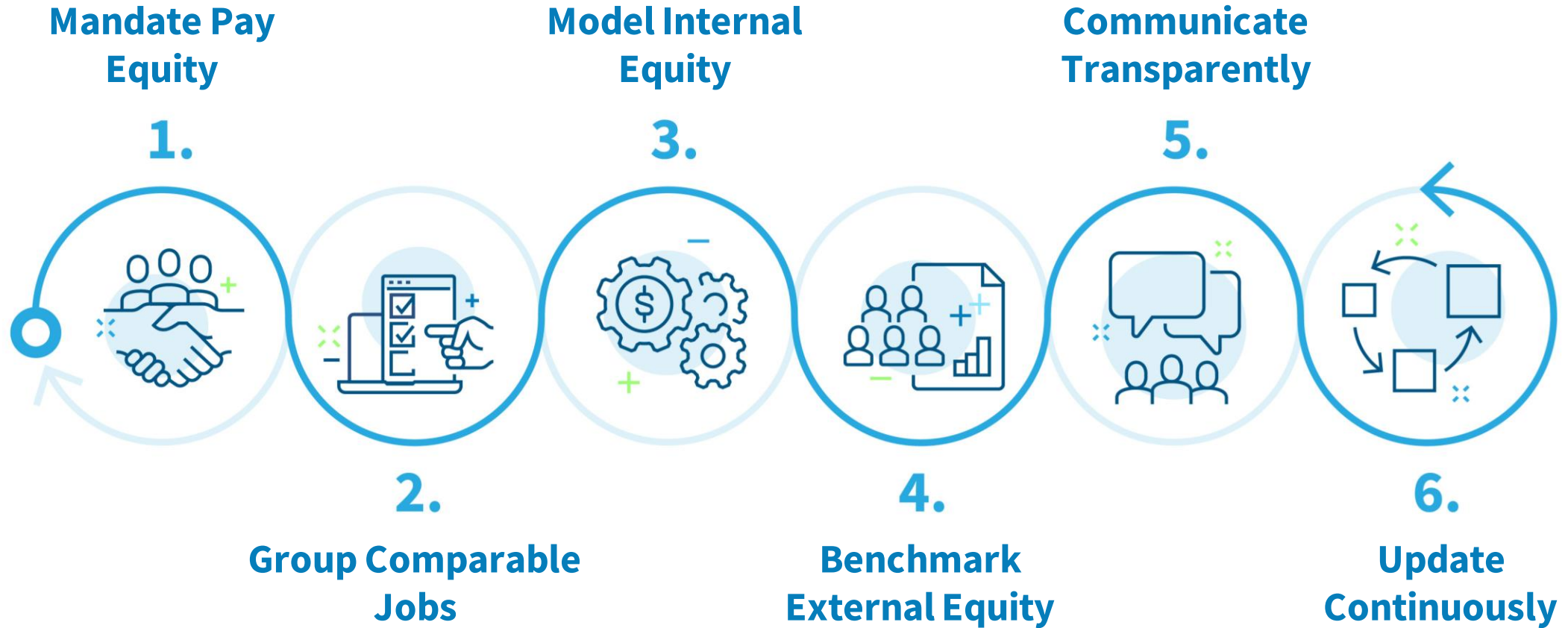
The Plunkett Pay Equity Framework

What is Pay Equity?

Equal pay for comparable jobs that is internally equitable, externally competitive, and transparently communicated

The Plunkett Pay Equity Framework is a 6-step process for achieving it

The 6 Steps



Professional development

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Career Pathing

Career pathing is the process of aligning opportunities for employee career growth with organizational talent priorities

Provide clear communication on how employees can get to the next level; formally document the process and progress. Companies need this to be resilient in today's job market.

- Four types: traditional, network, lateral, and dual
- Improves employee engagement and retention
- Builds a resilient, happy and talented employee base



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Plunkett Pay Equity Framework

Scan and download!



