

Pay Grade

Business Term Status

The Business Term is currently **waiting approval** by the Data Governance Committee.

Business Term Definition

Pay Grade is attributed to the incumbent based on the Position Grade.

In exceptional cases the Pay Grade can differ from the Position Grade, when the grade of the previous position of the incumbent is exceptionally kept for a limited time.

List of Values

N.A. : Not Applicable is used to classify people that are not part of the internal workforce.
NC : Classification applied to all people that are part of the Internal Workforce with non executive responsibilities that follow a local grading policy.
S12 to S14 : Classification applied to all people that are part of the Internal Workforce with non executive responsibilities that follow a local grading policy and applied to specific population in a limited number of countries (Latvia, US, Canada, China, Mexico, Singapore, Thailand, UK).
S15 to S27 : Classification applied to all people that are part of the Internal Workforce with executive responsibilities in the company (junior, middle and top executives with an S Grade from S15 to S27).

Roles

Data Owner	Data Steward
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Data Source

Data Source
SuccessFactors Employee Central

Data Type

Data Type
Master Data

Data Classification

Data Classification
Private Data