

# Compa Ratio

## Business Term Status

---

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

## Business Term Definition

---

Compa-ratio is a ratio between the salary of the Employee and the midpoint of salary pay range of the specific grade expressed as a percent.

## List of Values

---

**Pay Range** : A pay range is defined as the minimum and maximum amount of pay (salary or fixed remuneration) in the peer market for the jobs with similar value.

**Pay Range Mid Point** : Midpoint is set by S grade and is directly linked to the median of pay in the market. Pay range is set as +/-20% from Midpoint.

## Roles

---

### Data Owner

The content of this macro can only be viewed by users who have logged in.

### Data Steward

The content of this macro can only be viewed by users who have logged in.

## Data Source

---

### Data Source

SuccessFactors Employee Central

## Data Type

---

### Data Type

Master Data

## Data Classification

---

### Data Classification

Private Data