

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