

# 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                                                                | Data Steward                                                              |
|---------------------------------------------------------------------------|---------------------------------------------------------------------------|
| The content of this macro can only be viewed by users who have logged in. | 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        |