

# Pay Grade

## Business Term Status

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

## Business Term Definition

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**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

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**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).

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## Roles

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### 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

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### Data Source

SuccessFactors Employee Central

## Data Type

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### Data Type

Master Data

## Data Classification

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### Data Classification

Private Data