# JMETRICS

## MEASURING THE HUMAN FACTOR

The process for determining salary/wages is a very complex exercise. Both the employees and the organization share an intense concern in this matter. For the employees, pay is the base for their economic standard of living and self-worth. For the organization, pay constitutes one of its major costs and corporate productivity may be directly linked to its rationality and fairness.

**The jMetrics System Software has been designed for the purpose of:**

- Reducing the complexity of salary/wage determination and administration;

- Eliminating human error in the compilation, computation and generation of compensation data;

- Increasing the flexibility of model building, macro- as well as micro-analysis of costs, and the relationship between:

  ▷ Job content to job worth
  ▷ Job worth to job pay
  ▷ Job worth to job gender composition
  ▷ Job worth to organizational sub-groups (e.g. professional / administrative / technical / union / etc);

- Increasing the simplicity, speed and accuracy of maintenance and report generation (including job description) and;

- Allowing accessibility and use for both the professional consultant and, most important, for management (the software package assumes no computer literacy or statistical literacy in the computation and generation of reports).

The **jMetrics Software** package is designed to function as a support instrument for the benefit of the compensation consultant and the in-house compensation manager. Its purpose is to facilitate the development and maintenance of a corporate wide employee maintenance and job evaluation database. **jMetrics** produces cost analysis and a variety of statistical and compensation reports. It is necessary for the development and maintenance of an objective and defensible salary/wage administration system used for establishing and maintaining:

### INTERNAL EQUITY
Equity related to all jobs in the organization, regardless of gender composition.

### PAY EQUITY
Equal pay for work of equal value. Its goal is to stop discrimination related to the under-valuation of work traditionally performed by women.

### EXTERNAL EQUITY
Equity related to external market place pricing for jobs of comparable worth to those in the organization.

## PRODUCTS

**jMetrics** is a point factor system that includes effective and efficient instruments for gathering job data and analyzing job evaluation results.

### There are two components to jMetrics Software:

The **Job Information Questionnaire** module allows for the creation of dynamic and interactive Job Questionnaire forms used to collect information needed by a steering committee in order to determine the value of the job. It is fully flexible and completely user definable.

The **Job Evaluation Plan** module is designed to make the job evaluation process efficient, cost-effective and promote consistency across your organization. **jMetrics** is designed to work in conjunction with any point factor job evaluation system. It allows the user the opportunity to manage the job evaluation exercise by containing all the job data and evaluation results into one database that can be accessed for the purpose of analysis, interpretation and reporting.

### ADVANTAGES

**jMetrics** has been designed specifically to facilitate the job evaluation and maintenance exercise. Apart from the analytical and reporting advantages, **jMetrics** also provides the following advantages:

- Analysis and interpretation component of the package allows the user the opportunity to interrogate the data so as to reveal possible inconsistencies, biases, contradictions, gaps and general contaminants that could lessen the validity of the evaluation exercise.

- Reduces the complexity of conducting and maintaining job evaluation and salary/wage determination. It facilitates the process for developing and maintaining Pay Equity, Internal Equity and External Equity.

- Reduces, or potentially eliminates, human error in the compilation, computation and generation of compensation reports and analysis.

- Increases the flexibility and opportunity for economic model building and testing – determining relations between various variables, conducting regression analysis for the purpose of pay policy development and proportional value compliance with Pay Equity Legislation, etc.

- Increases the simplicity, speed and accuracy or maintenance and report generation.

- Makes effective use of technology.

- Emphasizes communications at all levels.

- Provides a climate that promotes respect for the individual and does not tolerate discrimination.

- Generates numerous reports that provide a representational image of where you are at any point in time during the job evaluation exercise.

## SERVICES

**jMetrics** is designed as a support instrument for the benefit of the compensation consultant or an in-house compensation / HR manager. The licensing of jMetrics is flexible to meet the demands of your organization.

### On-Premise Licensing

**jMetrics** license is purchased for use of the organization and pricing is determined based on the size of your organization with a yearly maintenance fee, that includes maintenance and support.

### Software as a service (SaaS)

The SaaS licensing model (or cloud computing), are more suited to companies interested in a turnkey solution where they no longer have to worry about purchasing, implementing, or maintaining their technology. With limited capital investment and a fixed monthly fee, this option is budget friendly.

### OWNERSHIP
You're only charged a minimal set price per month. You don't have to pay extra money for modules you don't even use. It literally removes the maintenance, end user support, and administration costs of the software. The implementation and customization costs of SaaS are also lower than the traditional software. All this results in a very low total cost of ownership (TCO).

### SCALABILITY
Hosted software, another term for SaaS, offers you more scalability in using the software. By utilizing SaaS you are free to use as much or as little part of any software as you need. This gives you easy and economical access to many programs.

### REGULAR MAINTENANCE
We will regularly upgrade the software on regular intervals, so that you don't have to put any effort into installing and upgrading the applications. We also manage the software and hardware components of the application, data redundancy, data backup and recovery. Just sit back and let us do all the hard work in maintaining the system.

### SECURITY
We are committed to respecting the privacy of our clients and are dedicated to safeguarding the business and financial information entrusted to us.  As a result, we adhere to strict security and privacy protection guidelines to ensure your information is kept confidential. Visit us at www.jmetrics.com/privacy-policy for more details.

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