MARKETPAY JOBS
Powered by jdXpert

MarketPay Jobs Powered by JDXpert gives MarketPay users access to the most robust and configurable job description management technology on the market. MarketPay Jobs brings job descriptions to the center of all People functions of your business, supports collaboration with flexible workflows, and reduces your risk of costly compliance challenges.

PRODUCTIVITY
Manage performance expectations based on job specifications

COMPLIANCE
Comply with FLSA, ADA, Equal Pay Regulations & Industry-Specific Regulations

TALENT RETENTION
Consistent/competitive rewards based on a clear understanding of what people do

COMPENSATION
Benchmark and Evaluate jobs to compensate employees fairly

RECRUITMENT
Vetted and approved job attributes, qualifications, competencies/interview questions to amp up talent aquisition

SALARY STRUCTURES
Develop Equitable Salary Structures

EFFECTIVE LEARNING
Leverage KSAs to enable effective training

CAREER ARCHITECTURE
Create and enforce career taxonomy

ENGAGEMENT
Published job catalog
↓
Career Paths
↓
Mobility/Long-term Career Trajectory

SUCCESSION
Identify skills needed for long-term staffing needs

## JOB DESCRIPTIONS BRING BUSINESSES TOGETHER

Accurate and current job descriptions serve as one of the most foundational elements to any business, aligning Compensation, Recruitment, Compliance and Leadership. Job descriptions serve as the key element to ensure talent is recruited, paid, grown and operates in a way that best serves the business and the individual. Compensation teams especially need the power of both compensation and job description technology to support accurate market pricing and a strong compensation philosophy.

- Take job descriptions out of local drives and emails with a single source of truth with secure role-based access for a variety of users.
- Start the job description creation and editing process quickly with access to hundreds of thousands of sample job descriptions .
- Keep track of how job descriptions change and evolve with easy side by side comparisons, audit trails and archives.

COLLABORATE WITH KEY STAKEHOLDERS

Though Compensation often oversees the maintenance of job descriptions, the ongoing management of them is a team sport. It is important that job descriptions are easily accessible, workflows are flexible, and data moves throughout the right systems and right people at the right time.
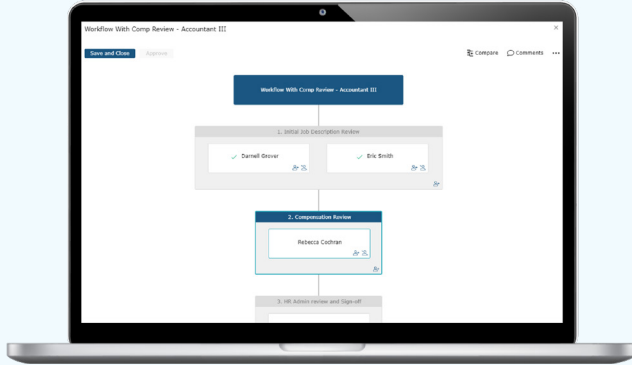
- Eliminate user complexity and security risks with role-based security and workflow access.
- Collaborate in the way that makes the most sense for your organization using flexible workflows including mid-flow changes, bi-directional workflows, custom workflows and more.
- Have control over your job descriptions with version controls and audit trails.
- Utilize job descriptions for a variety of needs throughout the organization including integrated data feeds to third part systems such as HRIS platforms, Applicant Tracking Systems and Talent Management Platforms.

IMPROVE RECRUITING AND TALENT ENGAGEMENT

Finding the right talent centers around having the right job description and conducting the interview to align with that job description. That same job description should be used to pay and grow talent along the career ladder that shows progression over the tenure of an employee.

- Have confidence that you are paying talent in-line with the market by aligning compensation decisions with accurate job data
- Empower hiring managers with career ladders and interview guides tailored for each job
- Get interviews right with guides that accompany each job description and support interviewing teams with the questions to find the right talent for your team
- Support transparent employee development conversations with job description acknowledgements and clear career ladders.

REDUCE RISK FOR COSTLY COMPLIANCE CHALLENGES

Pay Equity is one of the hottest topics facing businesses today with over 88% of organizations planning to conduct a Pay Equity analysis this year. To complete Pay Equity Analysis or even ensure basic compliance for FLSA and ADA, having accurate job descriptions is vital.
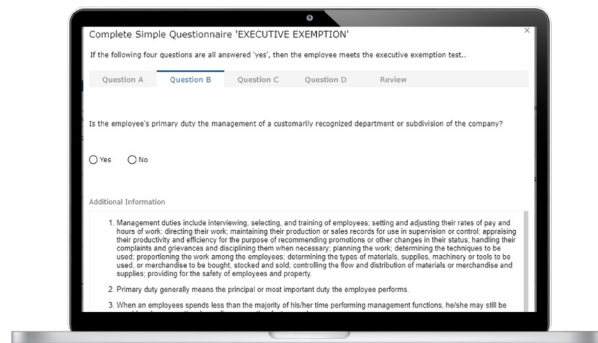
- Have confidence that pricing, equity, and compliance decisions are made using current and accurate job descriptions.
- Take the guesswork out of job classifications with an FLSA Guidance wizard for each job description.
- Follow ADA guidelines with templates that capture essential functions, working demands, physical requirements and more.
- Ensure your job descriptions are kept current as your organization changes with the ability to make bulk changes to job descriptions.
- Support your global organization with the ability to export job descriptions to multiple languages for use around the world.