Willis Towers Watson Compensation Software

The power of 3: Non-durable, consumer goods company reinvents its global compensation approach with Willis Towers Watson

The Willis Towers Watson difference

A dynamic combination of enterprise-strength technology, world-class professional services and reliable data, enabled end-to-end automation of job leveling, market pricing, compensation program design and ongoing governance for this leanly staffed compensation team.

1. Advice: A globally consistent job architecture was developed using the Global Grading System, one of the feature sets within Willis Towers Watson Compensation Software.

Willis Towers Watson's Global Grading System is a proprietary job leveling methodology used to help organizations determine the relative internal value of jobs. Using a two-step process of Banding and Grading, all jobs are analyzed using a universally applicable set of compensable factors that have been proven to recognize real differentiation in job size. Global Grading was designed to accommodate any type of organization by scaling the overall framework using a combination of revenue size, head count, diversity and complexity of products and services, as well as geographic breadth.

Plus
2. Data: Survey participation and report purchases of Willis Towers Watson compensation data were aligned to the company's employee populations and bundled into a Global Data Agreement for better ROI.

The purchase of Willis Towers Watson compensation survey data was bundled into a Global Data Agreement that included a license for Willis Towers Watson Compensation Software. This provided an efficient platform with a low investment for implementing and licensing data and software in the first year and beyond.

After years of expansion to new markets and geographies, executives at this non-durable consumer goods company aspired to run more efficiently and effectively at a global level by implementing consistent pay programs across their operations.

20,000 employees

Six continents

Dozens of production facilities

Nearly $7B annual revenue

Willis Towers Watson

Plus
3. Software: **Willis Towers Watson Compensation Software** was leveraged to benchmark jobs against market data and develop consistent pay structures.

With job levels underpinned by the Global Grading System and with global survey data sources in place and delivered through Data Interactive, the corporate compensation team was able to leverage Willis Towers Watson Compensation Software to design, build and manage an effective compensation structure that places total compensation within the context of performance, market benchmarks and systemwide equity.

It's more than just software

Total compensation management starts with Willis Towers Watson Compensation Software. With three integrated feature sets, our software brings together interactive benchmark data, job leveling and compensation analytics and design, so you can create a true pay for performance culture that rewards the best employees and improves their engagement and retention.

Making the right connections across our consulting, data and software allowed the team to quickly implement consistent pay programs on a global scale. One platform for the company's job framework, year-over-year market updates and Willis Towers Watson survey reports were the winning combination for this non-durable consumer goods company.

Wills Towers Watson Compensation Software

Data interactive
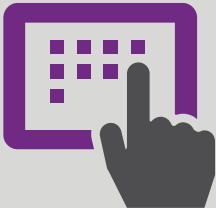
Job leveling

Analytics and design

About Willis Towers Watson

Willis Towers Watson (NASDAQ: WLTW) is a leading global advisory, broking and solutions company that helps clients around the world turn risk into a path for growth. With roots dating to 1828, Willis Towers Watson has over 40,000 employees serving more than 140 countries. We design and deliver solutions that manage risk, optimize benefits, cultivate talent, and expand the power of capital to protect and strengthen institutions and individuals. Our unique perspective allows us to see the critical intersections between talent, assets and ideas — the dynamic formula that drives business performance. Together, we unlock potential. Learn more at willistowerswatson.com.

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