

## Human Resources Salary Data - Fact Sheet & FAQ

In the hierarchy of compensation consulting services, JSI is truly unique as we provide the layer of salary data that is a foundation of compensation benchmarking. Reliable salary data is a pillar of a well architected compensation plan, and no other entity is as qualified as JSI to deliver accurate data for over 1,000 occupations, across all major industry sectors, throughout the U. S.

JSI is not a compensation consulting firm; we are the supplier of data to compensation consultants, and to thousands of small & medium size businesses, and all the way up through Fortune 500 corporations. Over 1,000 university career centers rely every day upon the academic integrity employed by JSI in creating salary data sets. We trust that you too will find our programs easy to use and our data to be the most reliable in the industry.

### **Key points of JSI salary data:**

- The JSI Data Layer- our data sets represent all metropolitan and non-metropolitan regions of the U. S.
- JSI provides statistically significant salary survey data for up to 1,000 occupations in every region of the U. S. Our programs are engineered to show you an occupation within a region, only when we have 25 recent respondents for that occupation and region.
- All data are less than 12 months old.
- We meet the strict Federal standards for statistical significance, limited sample biases, and impartial representation of the labor market. Consequently, our data are admissible to the INS, IRS and other government agencies.

### **JSI offers you salary data through easy to use programs which are tailored towards specific user groups:**

**HR Salary Calculator**- Designed for HR generalists, business managers, controllers, and all persons who aren't necessarily comp experts but want reliable data quickly and easily. Complete a salary analysis in 2 minutes and your results are provided instantly in Excel and PDF. \$25 per occupation, [begin here](#).

**HR Temp Workers' Salary Calculator**- Staffing companies and employers of temp workers- we have the salary data that enables you to hire temps and temp to hire workers, knowing that you're providing a wage that keeps you competitive without overpaying. Data are available for over 450 of the most common temp occupations. Results are provided instantly in Excel and PDF. \$25 per occupation, [begin here](#).

**Salary Data Set Builder**- Compensation Practitioners and Compensation Consultants- you know what you need, you just didn't know where to find it, until now. With our Salary Data Set Builder, you literally build your own data sets. Select a region, an industry sector and then your occupations. For each work level of an occupation, you'll receive a wage band and median salary. Your results are provided instantly- \$50 per occupation, [begin here](#).

## **What you will receive when you purchase salary data from JSI:**

**[HR Salary Calculator](#)** and **[Temp Workers' Salary Calculator](#)**- When you purchase data from either of these programs, we provide you with a range of salaries for the selected occupation and region, from the 10<sup>th</sup> percentile all the way up to the 90<sup>th</sup> percentile. We also provide a Wage Band and a Recommended Salary. The Wage Band represents the low and high salaries being paid to workers at the work level selected by you, in the occupation and region selected by you. The Recommended Salary is the unique value created by our algorithms and salary data sets to be used at your discretion. The aforementioned data points are provided in Excel and PDF files, instantly.  [View a sample PDF](#)  [View an Excel sample file](#)

**[Salary Data Set Builder](#)**- When you construct a data set from this revolutionary program, you can select a region, an industry, and then your desired occupation list. You will then receive in Excel a listing of each work level for the occupations you selected, and for each work level you will receive a Wage Band and a Median Salary. All data points are specific to the region and industry selected.  [View an Excel sample file](#)

## **Frequently Asked Questions:**

**What sources of salary survey data are used in JSI's salary programs?** We retrieve raw, non-identifying survey data from the following agencies: U. S. Federal Reserve, U. S. Bureau of Economic Analysis, U. S. Department of Labor, U. S. Bureau of Labor Statistics, U. S. Census Bureau, U. S. Equal Employment Opportunity Commission, and proprietary resources, which are harmonized and converted into compensation data sets. JSI's methods for procuring, developing and presenting salary data are protected by patents and pending patents. All rights reserved.

**Is government data as accurate as private sector data?** The data provided by JSI are not produced by any government agency; the data are collected from over 400,000 establishments throughout the U. S. by the aforementioned government agencies. The agencies collecting the salary data are employing statistically rigorous random sampling techniques for the collection of data from establishments which encompass all major industry sectors. This is in contrast to the convenience samples used by private sector consultants that purchase data from their clients.

## **How often does JSI update its salary data?**

Salary data sets are updated quarterly.

**What is the occupational and geographic structure of the NACE Salary Calculator?** For occupational classifications we use the O\*NET system which provides information and data for over 1,000 occupations. The O\*NET system is organized by the U. S. Department of Labor and is endorsed by over 400 trade associations. The O\*NET system is the most widely used occupational classification system in compensation consulting. Our geographic structure is based upon the 560 Bureau of Labor Statistics Metropolitan Statistical Areas (MSA). The O\*NET and MSA systems information are free to any person or entity via our websites, the U. S. Department of Labor and the Bureau of Labor Statistics. These structures are the most efficient and accurate systems for mapping to internal or competing compensation systems.

Questions, interested in licensing data or a program? Send us an email and one of our team members will be back to you shortly, [sales@jobsearchintelligence.com](mailto:sales@jobsearchintelligence.com)