



EPISODE 8: ARE YOUR PAY POLICIES WORKING AGAINST YOU?

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EPISODE 8: SPEAKERS



Katie Bardaro
SVP Customer Experience
Moderator



Nancy Romanyshyn
Fmr. Director,
Talent & Rewards



Jennifer Shenker
Head of People Rewards, Analytics and
Operations



Pay policies are what you have, while pay practices are what you do. **Many companies employ both.**

Skill

Experience
Education / Training
Tenure
Performance

Responsibility

Management Role
Level
Seniority
Budget Owner

Comp Design

Grades
Location / Market
Target Percentiles
Shift Differentials

Pay policies and practices can both explain and unearth **pay inequities at your organization.**

“Pay secrecy ... may make it easier for managers to use any criteria they wish to compensate employees [including demographics] because their pay decisions are less likely to be scrutinized by others. In addition, it may provide no expectation for managers to justify how rewards are distributed — thus making them less accountable for their decisions.” **Emilio J. Castilla, PhD MIT School of Management**

“You can make a one-time correction, which is admirable, but unless you go back and address the kinds of biases that influence the [results], the same biases will re-emerge over time.” **Joan Williams, Founding Director, Center for WorkLife Law**

SURVEY QUESTION

Do you perform root cause analyses as part of your pay equity study?

- 1. We don't currently do a pay equity study**
- 2. We do a pay equity study, but aren't interested in reviewing root causes**
- 3. We do a pay equity study and are interested in reviewing root causes, but haven't yet**
- 4. We perform a root cause analysis as an important part of our pay equity study**

What We'll Cover

1. **What makes a pay policy “good?” Is there such a thing as a “bad” pay policy?**
2. **How can we use data and analytics to make pay policies fair, compliant, and effective?**
3. **How are COVID, remote work and changing workforce demographics making companies rethink pay policies?**
4. **How should we communicate pay policies with our employees?**

Don't miss episode 9 of our Fairness At Work series

What do do when an employee perceives pay inequities?

Hear from our panelist, Kate Woodward - Senior Labor
& Employment Counsel at:



GE Healthcare

March 23, 9am PST/12pm EST



THANK YOU

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