

Using Data to Develop a New Compensation Model

Challenge and Opportunity

A construction company was seeking a new way to better supports it compensation and bonus structure.

Approach

- Clear and consistent compensation/bonus structure in the construction industry are essential to retaining employees.
- The company wanted to add transparency and accountability to the process by developing a model that tracked time and employee outputs that factored into the compensation process.
- Using R and Microsoft Power BI, the team migrated all the company's employee data into PowerBi so that everybody could gain value from it.
- In addition to the cleaned data, the company was able to use outputs from statistical models create in R to address geographical disparities.

Results

The new program provided the company with clean data in which to make better informed decisions related to employee compensation and bonus structures.

50+

Clients Served*

20+

Data Services Offered

185%

Average ROI
Based on 2 years of cost decrease or revenue increase over consulting fees *
(excluding internal implementation cost)