

Pay Equity Dashboard

Despite research that proves gender equality leads to improved financial success and competitive advantage, many executives are still facing challenges when it comes to acknowledging and addressing pay gaps in the workplace.

The Pay Equity Dashboard within UKG Pro™ People Analytics provides the insight needed to uncover potential pay inequalities, take action, and drive change within the organization.

Simple, Intuitive Experience

The first step in prioritizing gender equality is getting a pulse on your organization's current employee-pay gaps. The Pay Equity Dashboard within UKG Pro offers a simple and modern design that makes it easy to view your entire workforce, analyze pay disparities based on different factors, and gain additional context with headcount and variance information—all in one place.

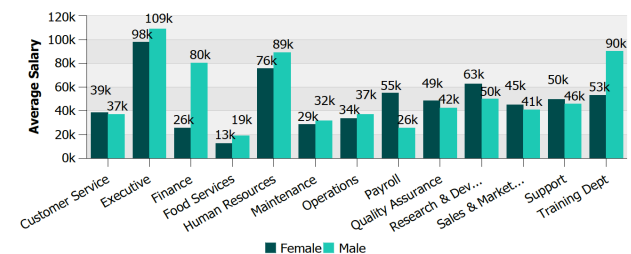
Easily Stay Connected

The Pay Equity Dashboard within UKG Pro helps uncover additional insights that may require action, in order to support equitable pay practices across the organization.

- Evaluate average pay by gender, ethnicity, age, and disability status
- Drill down results by job level for further analysis
- Filter reports by experience level, location, job, demographics, and supervisor

Pay Equity By Gender

Avg Salary (Females)	\$46,127
Avg Salary (Males)	\$46,417
Variance	\$291 1%



Department	Total Headcount	Female Headcount	Male Headcount	% Female	Male Avg Salary	Female Avg Salary	Variance	%
Customer Service	25	8	17	32.0%	\$37,201	\$38,674	(\$1,474)	3.8%
Executive	8	5	3	62.5%	\$108,997	\$98,085	\$10,911	10.0%
Finance	5	2	3	40.0%	\$80,461	\$25,646	\$54,814	68.1%
Food Services	22	11	11	50.0%	\$19,052	\$12,628	\$6,424	33.7%
Human Resources	13	7	6	53.8%	\$88,969	\$75,891	\$13,078	14.7%
Maintenance	4	2	2	50.0%	\$31,670	\$28,570	\$3,100	9.8%
Operations	22	11	11	50.0%	\$36,904	\$33,782	\$3,122	8.5%
Payroll	6	4	2	66.7%	\$25,640	\$54,908	(\$29,268)	53.3%
Quality Assurance	5	2	3	40.0%	\$42,411	\$48,506	(\$6,094)	12.6%
Research & Development	13	6	7	46.2%	\$49,977	\$62,684	(\$12,707)	20.3%
Sales & Marketing	4	3	1	75.0%	\$41,000	\$45,164	(\$4,164)	9.2%
Support	14	4	10	28.6%	\$45,721	\$49,593	(\$3,871)	7.8%
Training Dept	5	3	2	60.0%	\$90,258	\$53,331	\$36,927	40.9%

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