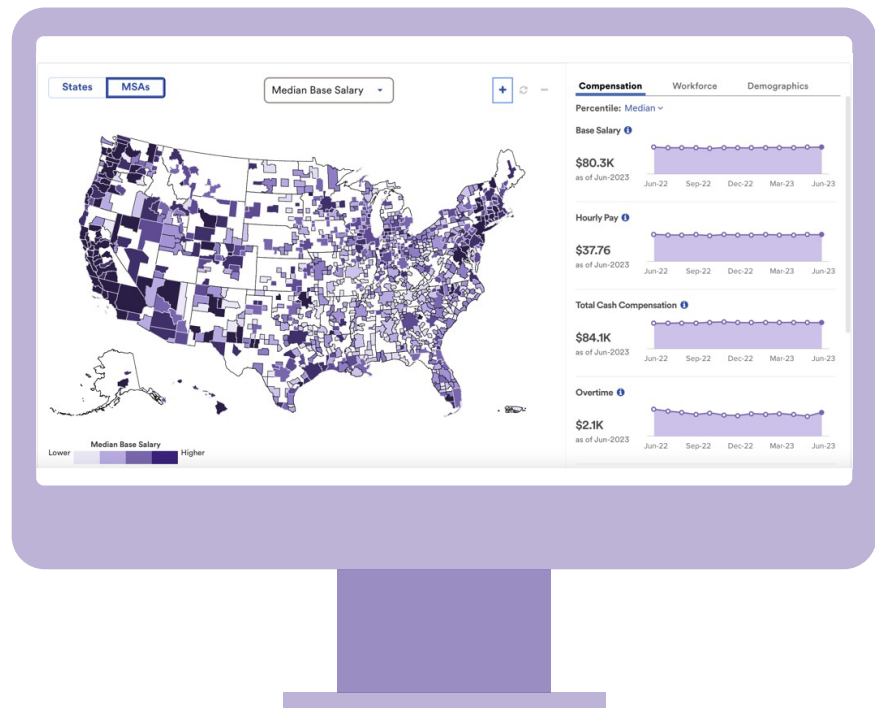**ADP® Compensation Benchmarks**

Elevate your compensation strategy with accurate, real-time data and comprehensive coverage

ADP Compensation Benchmarks aggregate and anonymize **monthly pay data** of over 40 million people, delivering real-time insights and unmatched market and job coverage.

40M+
ADP U.S. payroll records

9,000+
job titles spanning **1,000+ industries**

Better coverage means more precision and confidence

In a recent study[1], Harvard University and University of California, Berkeley found that users of ADP Compensation Benchmarks had **superior compensation estimate results** than those using other pricing methods.

Set the right salary

▲ **2x**
Accuracy rate of setting the right salary

▲ **2.5%**
Average increase to market pay among under payers

Save money

▼ **16%**
Fewer instances of market overpays for new hires

▼ **5.4%**
Average reduction in wages among over payers for new hires

Take the guesswork out of market pay

Make more competitive offers

Optimize labor budgets

Improve pay fairness and equity

Retain your top employees

You hire **100 new trucker drivers per year.**

☒ Before using ADP Compensation Benchmarks

Average starting salary = **~$52,000**

☑ After using ADP Compensation Benchmarks

New average starting salary = **$50,000**

Savings for the organization
$200,000

The cost of ADP Compensation Benchmarks for a 5,000 employee company = **~$72,000**

Return on investment (ROI)
+177%

☑ Workers paid equitably

4x

People who indicate they have no intention of leaving their job and who believe they're paid fairly are 4x more likely to recommend their company as a place to work.[2]

☒ Workers not paid equitably

2 out of 5

individuals who do not feel that their pay is equitable are in the process of leaving their organization.[3]

Workers who believe their pay is unfair are

3.4x less likely to be fully engaged

Leveraging precise benchmarks elevates your compensation strategies for hiring, retention, engagement and pay equity, resulting in more optimal outcomes.

Visit adp.com to learn more.

1. Harvard Business Review: Why Your Organization Should Use Salary Benchmarking by Zoe B. Cullen, Shengwu Li and Ricardo Perez-Truglia
2. ADPRI Today at Work: Talent Branding
3. ADPRI Today at Work: What is the Truth About Pay?

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