

Compease – Automating and Outsourcing your Compensation Plan

An Overview

The *Compease* System is a combination of a skillfully crafted software program blended with superb support from an industry-savvy consulting firm. *Compease* is the proprietary product of K G & Associates, a human resource consulting firm based in Wichita, Kansas. The founders, Clinton Koker and Mike Goodwin, are compensation and human resource management professionals with extensive experience and a loyal client base that is a testimony to the quality product and service they provide. *Compease* has established itself as a premier compensation management solution for the organization that recognizes an economic value in using external resources to support its compensation program.

The *Compease* software is designed to run on a standalone basis on a desktop computer or in a network configuration. It is the complete package for management of an organization's base salary compensation program. *Compease* comes with a full set of job descriptions for a specific industry. It also includes current salary ranges designed to be competitive in each client's labor market.

Compease addresses the issue of managing an organization's internal pay equity by using a point factor job evaluation method. The software gives the user the ability to quickly evaluate new jobs and compare them to industry benchmark jobs previously rated.

Compease uses eight compensable factors for job evaluation. By category, they are as follows:

Knowledge/Skill includes: Experience, Education, Scope of Application, and Interpersonal Skills.

Problem Solving includes: Operational Latitude and Mental Process

Accountability includes: Dollar Impact and Organizational Latitude

The *Compease* System lets users create new job descriptions or edit existing job descriptions to keep its job description program up-to-date. The job descriptions are stored within the *Compease* System so they are organized, easy to retrieve, and can be printed and distributed quickly.

The job description format describes primary duties and responsibility and the percentage of time allotted to each. It provides a means to document essential

duties for ADA purposes. It also links performance standards to duties and responsibilities making the job description a useful tool in the employee performance review process.

At the center of the *Compease* System is an employee database. Users can populate the database as changes occur and can use a bridging method to quickly establish the database. *Compease* functions like a HRIS system. Its users have access to a variety of reports. The system gives users the functionality to design a merit matrix and develop estimates of next years merit budget. The result is that management can focus more of their time on analysis and planning and can trust the information upon which their decisions are based.

K G & Associates has designed its flagship product to deliver an integrated compensation solution in a format that requires minimal training. However, just in case help is required, the *Compease* System includes year around telephone support during normal business hours.

The *Compease* system is priced to be attractive to firms of all size. The pricing structure consists of a fixed base price plus a variable price component based on the number of jobs to be included in the *Compease* System. There is a fee for renewal of the service but it is typically a relatively small percentage of the initial installation fee. The renewal includes updated salary ranges and software updates and enhancements to the *Compease* program.

Performease

A companion product of *Compease* is *Performease*, a software program designed to manage a performance appraisal program. *Performease* is a straightforward performance management system based on performance standards and performance objectives. It helps managers document and track all aspects of the performance appraisal process. It is a natural extension of the *Compease* System and gives an organization a process and a state-of-the art tool to implement a performance management program that will get results.

Jens & Associates works in partnership with K G & Associates in the customization and installation of *Compease* and the *Performease* programs.

Contact Information

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