

SmartPay 智能定薪

Challenges recruiters/C&B professionals are facing: 招聘/薪酬的专业人士遇到的挑战:

Subjective Judgement 主观判断

- Judgement on pay offer is hard to get aligned by different recruiters
不同招聘人员对候选人薪资给付的判断较难统一
- Within the salary structure, the pay offer is usually decided by recruiters' experience or candidates' negotiation skills
在薪酬架构的框架内，最终的定薪通常依赖于招聘人员的资深经验或者由候选人的谈判能力决定

Manual Work 人工操作

- The analysis of pay rise and internal equity is usually manually prepared in the approval process, which requires orientations to junior recruiters
核薪的过程中，通常需要手工准备候选人的薪酬涨幅分析、内部公平性分析，需要对资历较浅的招聘人员进行流程培训

Scattered Data 未整合的数据

- It's difficult to precisely predict a well accepted pay rise by candidates during the pay negotiation
招聘人员在谈薪过程中很难确定究竟多少薪酬涨幅能够被候选人接受

AI Predicted 人工智能预测

- AI predicts offer pay based on candidates' profile and position information
根据候选人背景与岗位信息人工智能学习并预测薪酬水平

Automatic Process 自动化流程

- Analysis report will be automatically generated, allowing customized internal peer selection and pay offer adjustment ; reduce manual workload
系统自动生成分析图表，自定义选择内部比较人群，调整薪酬建议后自动更新分析图表；减少手工工作量

Data Inventory 完整数据储存

- Save data on cloud and open access by authority; Enhance offer acceptance rate and new hire quality by analyzing acceptance and performance
系统储存所有核薪数据，根据权限设置可见；生成与Offer接受情况、入职后绩效情况的全面分析，提升不同人员画像的Offer准确率

SmartPay – apply people analytics into hiring scenario, empowering recruiters and C&B professionals to make precise offer decisions based on data fact.

智能定薪 – 在招聘环节应用人力资本数据分析，赋能招聘与薪酬专业人士应用数据做出更精准的定薪决策。

Enhance Hiring Effectiveness at More Reasonable Cost

以更合理的成本提升招聘有效性

Pay Rise Analysis

薪酬涨幅分析

- AI prediction on pay offer by candidate profile, company profile and applied position at all percentiles.
根据候选人的背景、公司情况以及申请的岗位，人工智能预测各分位值的建议

- Automatic pay rise analysis and pre-defined reminder on abnormal data to provide reference for recruiters to adjust final pay offer
系统生成薪酬涨幅的分析，根据预设的逻辑提醒异常情况，便于招聘人员调整最终的核薪值



- All information and graphs can be downloaded. Batch upload and export is available
所有的信息与图表都可下载。系统支持批量上传与导出。

Internal Equity & External Competitiveness Analysis

内部公平性与外部竞争力分析



Customized selection on internal peers to generate internal equity analysis
自定义选择内部比对的人群，生成内部公平性分析

Customized selection on market data report to generate external market competitiveness analysis
自定义选择市场报告，生产市场竞争力分析

Visualized display of all analysis and candidates' pay positioning in the salary structure
可视化展现所有分析及候选人薪酬在薪酬架构中的位置

Setting up different access rights to support recruiters from different BUs
可设置不同权限以支持不同事业部的招聘人士



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欢迎联系我们，了解更多信息

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