

6 Must-Have Features of a Pay Equity Analysis Software Solution

Software can help you do a lot of the heavy lifting in a pay equity analysis, allowing you to take a more proactive approach, look deeper at your data, and use experts more strategically. The more powerful and reliable your software is, the better!

Here are six features that will help you simplify the process and gain more accurate insights.



1

A Wide Range of Analysis Types

Does your software allow you to run a range of typical analysis types, including:

- Regression analysis?
- Rank-Sum analysis?
- T-test analysis?



2

Total Analysis Across All Your Locations

While some software approaches allow analysis at scale, others are stuck running individual cross analyses, leaving users to cross-reference data manually. Does your software allow you to run analyses for:

- Locations?
- Divisions?
- Business units?
- Regions?
- Districts?
- The entire organization?



3

Easy-to-Follow Processes and Interface

Your analysis software needs to make pay equity analysis easier. This is only possible if it's easy to learn how to use it! Check the following to ensure your software will be easy to use:

- Are important functions easy to find?
- Are different analysis tools laid out in a sequential process?



4

Easily Accessible Support

Even with the best possible interface design, pay equity analysis is a complex process and some aspects of it aren't immediately intuitive. To overcome this, does your software have:

- Access to help resources displayed in a prominent place in the interface?
- Tutorial videos for each function, clearly explaining what they're for and how to use them?
- How-to documentation for an alternative approach to getting the information you need?
- Support from the vendor for any technical issues and additional questions?
- The potential to work with analysts familiar with the tool to maximize its usefulness?



5

Reduced Downtime Through Quick Processing

The freedom to perform a wide range of analyses and hone in on issues means nothing if your software isn't responsive. Does your platform offer:

- A SaaS/cloud-based delivery not dependent on the power of your own machines?
- Query response times measured in seconds rather than minutes?



6

Strong Data Security

Pay equity data is sensitive information! In order to safely work with properly encrypted information, ask your provider whether:

- Data security will be de-coupled from your own IT infrastructure and stored in a reputable data center?
- Data is stored in compliance with security standards such as SOC 2, ISO 27001, and ISO 27701?

For more insights on the pay equity analysis process and current legal requirements, read our full guide:

How to Perform a Pay Equity Analysis: The Law, the Process, and the Power of Analysis Software

Click the title to download today or head to affirmity.com/resources

Does your existing pay equity analysis tool fail to tick all the boxes? Are you in the market for a solution that offers everything above and more? Learn more about Affirmity PayStat® and [get a demo here](#).