FLEX HRM



Bringing order to busy bees

Flex HRM Pay Equity Compass

– Your strategic guide to fair and transparent pay

Ensuring fair pay is about complying with legal requirements. But it is also about attracting new talent and building trust with the people you already have. Pay Equity Compass gives you the complete overview you need: continuous job evaluation, a clear job architecture, and accurate analyses – all in one smooth and seamless workflow.

The result? A salary structure that stands the test of time, enabling you to confidently meet both today's requirements and tomorrow's pay transparency standards.



This is Pay Equity Compass – The module's three pillars

Job Evaluation – Objectivity as the foundation

Evaluate your organization's roles based on responsibility and complexity. By working continuously with job evaluation, you ensure that every new position is placed correctly from day one.

Job Architecture – Structure and clarity

Organize your roles into logical job families and levels. This creates the backbone required to compare "equal and equivalent work" in a legally secure and easy-to-understand way.

Pay Equity Analysis – Mapping and insight

With data directly from Flex HRM, you can identify and address unjustified pay differences. Move from manual number-crunching to automated analysis that results in a ready-made action plan.

Pay Equity Analysis in Flex HRM

A complete workflow from analysis to action plan

No more manual puzzle-solving and searching for supporting data! Gather all data, evaluate roles, analyze, and document everything in one smooth workflow.

Time-saving, secure, and always aligned with legal requirements. Use the tool to simplify pay equity analysis specifically – or as part of Flex HRM, our all-in-one solution for HR and payroll.



Four good reasons to conduct your pay equity analysis in Flex HRM

Ready for the requirements of the Pay Transparency Directive

The tool is continuously updated with the requirements for pay equity analysis that follow the EU Pay Transparency Directive.

Secure data storage

With modern security mechanisms and storage within the EU/EEA, you can feel confident that your sensitive information is stored securely.

Less manual work

Avoid Excel chaos, manual mistakes, and time-consuming data collection. Flex HRM automates the process from start to finish.

Faster access to important insights

The system analyzes and visualizes pay data in a clear and educational interface, so you can quickly identify where imbalances exist.

Discover all features and benefits

Gather all data in one place

Collect salaries, job titles, gender distribution, and job evaluations in one place – simple, clear, and always up to date. Once the foundation is in place, you can easily continue where you left off in your ongoing work.

Work in a guided workflow

The system guides you step by step through the entire process – digitally, smartly, and always in line with legal requirements. Save time, avoid manual errors, and feel confident that regulations are being followed.

Job evaluation in real time

Forget heavy one-time efforts! With Flex HRM, you work continuously with your job evaluation. When a new position is created, you evaluate it immediately to ensure it fits correctly into your job architecture. This way, you are always prepared for the next pay equity review – with data you can actually trust.

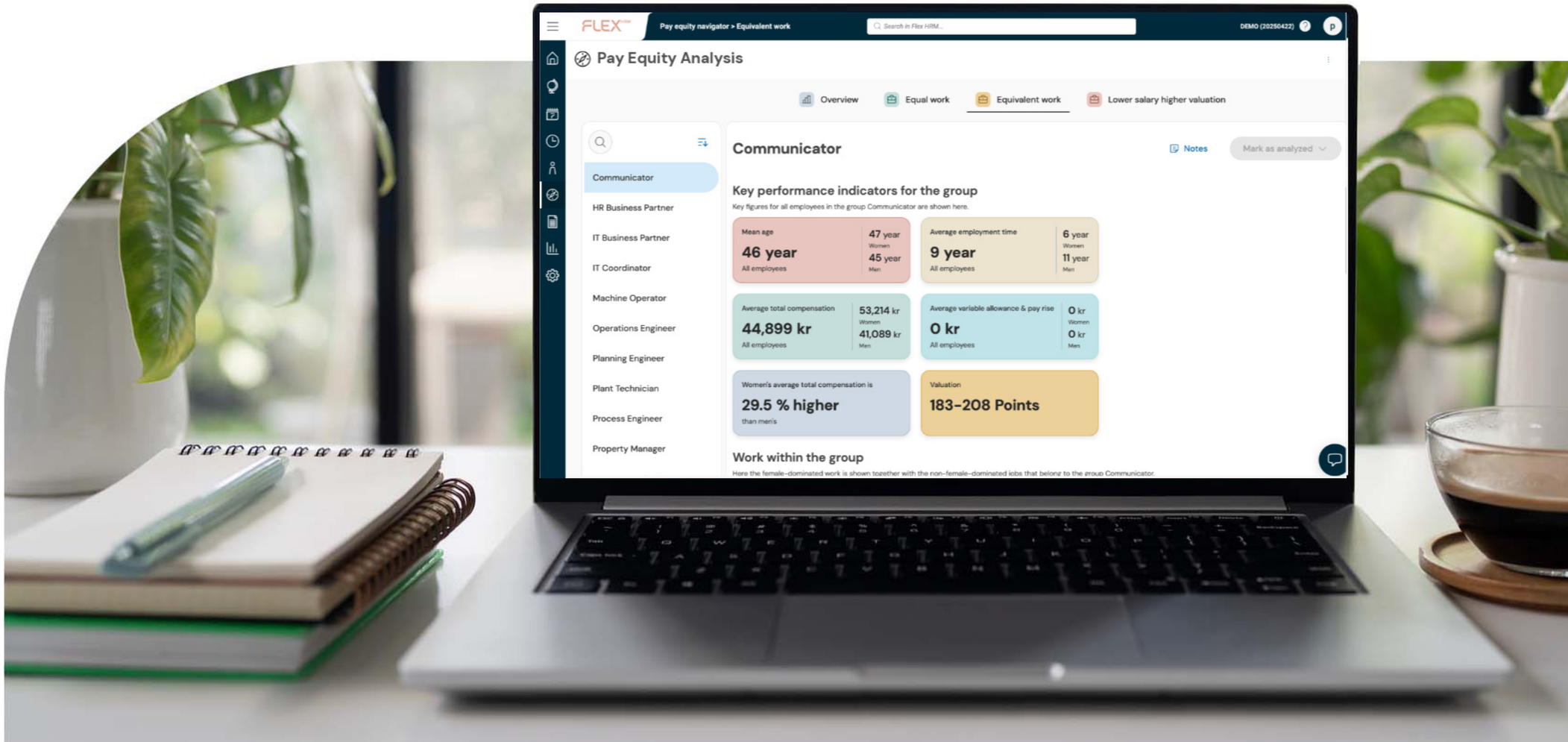
Job architecture – the backbone of fair pay

Create a clear structure by collecting and grouping all organizational roles. With the built-in job catalog, you gain a central library describing each role based on responsibility and complexity, making it easier to ensure internal fairness. A well-designed job architecture lays the foundation for a smoother pay equity review process – while also supporting career planning, talent management, and the work toward a transparent and sustainable salary structure.



Discover all features and benefits

- Analyses in no time. The system handles all the groundwork of collecting and comparing data, so you can immediately see where differences exist. Zoom in on groups, roles, and individuals, and follow up where needed.
- Visualize intelligently. Graphs and charts make differences clear in a way that numbers rarely can. You can identify patterns and imbalances instantly and easily share insights throughout the organization.
- Document pay equity analysis and create a complete action plan. Create documentation and action plans quickly and smoothly – everything is prepared and ready in just a few clicks. The tool is continuously updated to meet the requirements of the Pay Transparency Directive.
- Traceability at every step. What was done, when, and by whom? With built-in logging, it is easy to track how decisions were made.
- Easily integrate with your existing systems. With our open API, you can easily connect the Pay Equity Compass with your company's HR and payroll systems and achieve a seamless workflow – without unsynchronized data or duplicate work.
- Robust security and full GDPR compliance. Flex HRM is hosted in Microsoft Azure Public Cloud with a high level of security, encryption, and full GDPR compliance. All data is stored within the EU/EEA, so you can feel confident that sensitive personal data is handled in accordance with both legal requirements and best practices.



An HRM system that revolutionizes your everyday work

We offer an innovative solution with a seamless workflow for those who want to spend time on the right things. No more Excel hassle, missed deadlines, scattered data, or duplicate work – simply better structure and control.

In Flex HRM, you have everything you need to work smoothly and securely with workforce management, time reporting, project accounting, expense management, HR support, and payroll.

The best part? We have built Flex HRM as modular components. Choose one module or several, and scale up or down as your business changes.

