Beyond Market Pricing

Since the "hiring frenzy" of the late 1990's, many organizations have focused primarily on market pricing to set salaries. Today's challenge is how to attract talented people within a framework of greater corporate cost-consciousness. One key lies in balancing the need for market competitiveness with a focus on internal equity. But Kurru's new approaches move beyond a focus on the job to paying the person based on the relevance of the work they are doing, the talent they bring and their contribution to the success of the business.

Addressing Today's Compensation Issues

Modern compensation management systems require an easy-to-use and defensible methodology, which can be applied openly, to gain buy-in and foster a culture of competing and succeeding in global markets. Described by META Group as "… the most advanced job evaluation software system on the market …", the CLASSIFY system is designed to meet these criteria, by providing true business benefits to address real business issues.

Business Issue	Business Benefits
Need to ensure internal pay equity	• Reduced turnover of talent • Employee buy-in to compensation system
Need to compare to external pay market	• Incorporate and model market data against internal "pay picture"
"Dart board" approach to slotting jobs	• Defensible methodology for evaluating all jobs OR for slotting non-benchmark jobs
Need to control salary budget	• Minimize pockets of pay waste • Improved skills for same pay
Unable to afford full-featured HRIS	• HR database fully customized to needs of business, without prohibitive price tag

Salary and related costs are a major component of the overall expenditures of knowledge-centered businesses. Yet, the waste inherent in most compensation structures is difficult to address. CLASSIFY provides rock solid internal equity, and the ability to manage compensation structures and progressively reduce waste and cost.
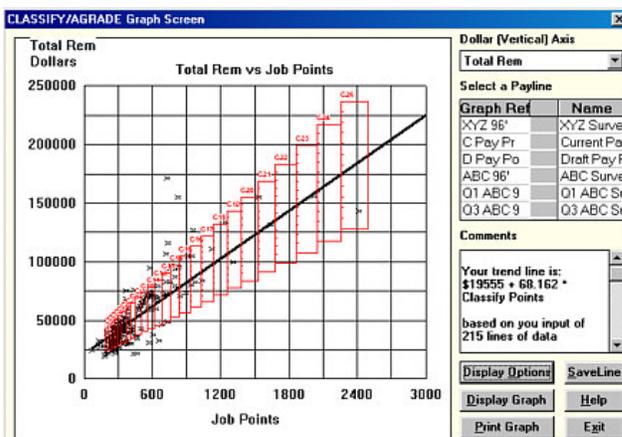
What distinguishes CLASSIFY from earlier systems is its ease of use, with no need for job descriptions, and its high consistency, without the need for continuing support by consultants. Anyone can use the method reliably and openly.

CLASSIFY is modular, consisting of core methodology and software for classifying jobs and managing compensation, including reporting, graphing and analysis features. Optional modules automate the salary review process, generate salary tables and provide a fully functional and customized HRIS, including the ability to calculate a huge range of compensation components.

Paying for Work Relevance

Increasingly, businesses will not survive and prosper unless they adopt new "organic" work structures, in which people are empowered and aligned with the strategic direction of the business, seeing personal success linked to business success. WORK21 is a fast and practical measurement tool, consisting of methodology and software, which quickly and reliably categorizes the viability of work, and pays people according to the relevance of their work.
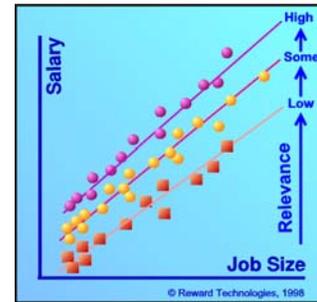
Leading Success

SUCCESS21 builds on WORK21, enabling success building and talent leadership in the hyperknowledge age. It emphasizes creation of unique competitive advantage and customer preference, through the development of a Success Wheel (see diagram below) unique to the organization.

This screen shows the data edit panel (left) and the success dimensions panel (right). The Success Wheel has 8 success dimensions for customer value related success and 2 other dimensions for support. This dynamically updated panel is the key to this 21st century methodology for measuring each person's capacity to contribute to success. Both individual employees and leaders can use TALENT21 to monitor progress and ensure that value building capacities are being maintained, or are growing

Beyond Competencies

TALENT21 methodology and software measures the capacities of individuals to contribute to the success dimensions defined using SUCCESS21. It enables success alignment to be carried through to the person and project team levels of an enterprise. Empowered individuals and their leaders can use TALENT21 to track progress against success dimensions. Functions, such as graphing of success capacity against compensation, are built into the TALENT21 software, to relate the success capacity for a business unit to the compensation cost.

About Kurru

Kurru is an Australian aboriginal word, which suggests "creative", "spirit" and "future", symbolic of some of the key attributes required for businesses to succeed in the new economy. Located in Dallas-Fort Worth, Texas, Kurru, LLC as a member of the 1stForward Network, a global alliance of like-minded consultancies, is accredited to market and deliver the range of systems and methodologies developed and owned by Reward Technologies Pty Limited.

Contact Us

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