



# How Payscale helps Integer Holdings' Global Compensation team move at the speed of business



## Company

Integer Holdings

## Industry

Medical Device Design and Manufacturing

## Size

Approximately 9,000 employees

## Location

Headquarters: Plano, Texas  
Operations in 10 countries

## Payscale Products

Payfactors

Data

Peer

Survey Management

## Situation and Challenge

In many ways, Integer Holdings' business is a matter of life and death. This 80-year-old company is a world leader in advanced medical design and manufacturing, providing the medical devices, components, and batteries that hospitals, doctors, and patients rely on every day.

With a footprint that spans 10 countries, four continents, and an approximately 9,000-person employee base, its compensation management has to be handled with surgical precision as well, to keep the operation going strong. The global "Great Reshuffling" post-COVID brought additional emphasis to ensuring Integer's pay-for-performance compensation plan remained competitive—particularly in its vital manufacturing operations.

To align with recent trends, the compensation team began conducting an extensive, site-by-site global pay analysis of each position in every company location. They needed fast access to accurate, real-time market data about hundreds of job specialties to quickly ensure each range was in line with the current environment.

How did Integer's compensation team accomplish all these objectives—and more? With a combination of their experience, commitment, and a little help from their Payscale solutions.



**Our biggest challenge as compensation specialists is moving at the speed of business. When it comes to people's pay, you have to get it right. And to stay competitive—particularly today—you have to get it in place right away. Payscale gives us current, real-time market data and a streamlined way to access the information we need for analysis and validation.**

## Kari Lavin

Compensation Manager | Integer Holdings

## Solution and Outcome

With Payscale, the compensation team has a centralized source for all market pricing. That means they can look at global pay practices in a holistic way for more efficient analysis and reporting.

When pricing a job, they go into “Pricing Projects” to find the project with that particular job listing. When looking for something specific to a job, they go to the “Job” tab. The timely data aids in the analysis process.

Also, once the Integer team loads their employee data into Payscale, the system is able to deliver information on who has that job today, what their pay is, and related reporting. Having everything in one place allows Integer’s compensation team to validate their market ranges and generate reports to show how they arrived at those ranges.

The fact that Payscale integrates with Integer’s HRIS saves time as well because the information flows from one system to another – there’s no need to manually transfer.

## About Payscale

As the industry leader in compensation management, Payscale is on a mission to help job seekers, employees and businesses get pay right, and make sustainable fair pay a reality. Empowering more than 53 percent of the Fortune 500 in 198 countries, Payscale provides a combination of data-driven insights, best-in-class services and innovative software to enable organizations such as Angel City Football Club, Perry Ellis International, United Healthcare, Vista and The Washington Post to make fair and appropriate pay decisions.

Pay is powerful. To learn more, visit [www.payscale.com](http://www.payscale.com).

## Benefits and Results

Provides a centralized repository of job descriptions, notes, and data for a global view of pay practices

Saves hours of rekeying with HRIS integration

Supports market pricing for multiple countries

Enables compensation strategies to align with current market conditions using real-time pricing data

Frees compensation team to focus on higher-level work

