



CASE STUDY

Inova Simplifies Merit Planning with CompLogix



Mary Hudson
Director of Compensation
Inova Health System

Inova is a large, complex healthcare system operating five hospitals and serving thousands of patients every day across Northern Virginia and the Washington, D.C. region. With a workforce of approximately 27,000 employees and a highly dynamic compensation environment, Inova manages a wide range of pay structures, roles, and workforce changes. To support this scale and complexity, the organization needed a compensation planning solution that could flex with constant movement, scale efficiently, and enable fast, accurate, and secure decision-making across hundreds of leaders.

ORGANIZATION INDUSTRY EMPLOYEES LOCATION SOLUTION



Inova Health System



Healthcare



~ 27,000



Northern Virginia
Fairfax
Arlington
Washington D.C.



CompLogix
Compensation
Management Platform

"It was such an easy decision because the tool checked every box for us."

— *Mary Hudson*
Director of Compensation

The Challenge: Spreadsheet-Based Merit Planning at Scale

Prior to CompLogix, Inova managed merit planning entirely through spreadsheets—across 600 leaders and tens of thousands of employees. While spreadsheets were familiar, they were increasingly unsustainable at Inova's size and complexity.

Key challenges included:

- Managing merit planning for 27,000 employees via spreadsheets
- Security risks, with limited ability to control data visibility
- Heavy administrative burden, including consolidating hundreds of files
- Time-consuming planning cycles for leaders and HR
- Healthcare-specific complexity, including hourly rates, shift differentials, FTE changes, promotions, and constant workforce movement

"Imagine having to consolidate hundreds of spreadsheets into one master file," said Mary Hudson. *"That was our reality."*

Evaluating the Right Solution

Inova explored multiple options, including Oracle's native compensation module. While functional, the Oracle solution would have required significant time and effort to build and configure, time Inova did not have.

Inova evaluated several compensation planning tools but found them lacking in usability, flexibility, and overall design. CompLogix quickly emerged as the clear choice, offering rapid configurability, a familiar spreadsheet-like experience, strong security controls, single sign-on capabilities, seamless HRIS integration, and intuitive dashboards and reporting

Why CompLogix Stood Out

Beyond functionality, CompLogix distinguished itself through usability and design, an often overlooked but critical factor for large, decentralized organizations.

“First impressions matter!” Hudson said. *“The tool’s visual appeal, combined with its flexible customization features, allows us to present large data sets in a format that’s intuitive and easy to navigate. CompLogix nailed both.”*

Implementation and Adoption

The transition from spreadsheets to CompLogix was remarkably smooth. Leaders quickly embraced the platform due to its intuitive design and consistency year over year.

“There was no challenge,” Hudson said. *“They loved it.”*

By maintaining a consistent format across merit cycles, Inova avoided change fatigue and eliminated the need for repeated retraining.

The Results: Faster, More Efficient Merit Planning

CompLogix delivered immediate and ongoing value for Inova:

- Merit planning completed for 27,000 employees in just 10 working days
- Estimated 50% reduction in time spent by leaders on merit planning
- Dramatic reduction in HR administrative effort, with near-elimination of manual consolidation
- Secure, controlled access to employee data
- Seamless data upload back into the HRIS

Key Outcomes and Benefits

By Implementing CompLogix, Inova Health System gained:

- A familiar spreadsheet feel with far greater power
- Role-based security, ensuring leaders only saw appropriate data
- Customizable workflows to support healthcare compensation complexity
- Fast data extraction and upload back into Oracle

Leadership Support and Long-Term Success

CompLogix has been in place at Inova for four years, with continued enthusiasm and strong support from both leadership and end users. Executive sponsors, including Terri Feely, Chief People Officer, and Wendy Jolly, Vice President of Total Rewards, have been active champions of the platform, reinforcing its value and supporting its continued success across the organization.

“We are now in our fourth year using the tool and are beyond pleased with our decision to choose CompLogix!” Hudson said.

The Bottom Line

When asked what she would want published in a case study, Hudson summarized the impact clearly:

“CompLogix has significantly improved merit planning at Inova. What was once a time-intensive process is now straightforward and efficient, thanks to the tool’s ease of use and seamless functionality.”

For a large, fast-moving healthcare system, CompLogix transformed merit planning from a complex administrative burden into an efficient, scalable, and trusted process.

If your organization would like to know more about CompLogix or its compensation management solutions, we invite you to visit our website at www.complogix.io or contact us for a no obligation demo.



“We’ve seen a substantial improvement in administrative time; we simply export the data from CompLogix and upload it into our ERP system. Easy and seamless.”

— *Mary Hudson*

