workforce go!™

Compensation Management Solution

Automate compensation planning for improved visibility and governance

Still trying to manage compensation planning across business units and cost centers using cumbersome spreadsheets and manual approval processes? Spending valuable time and resources emailing worksheets back and forth and making sure the approved compensation data gets back into your HR system? This approach is not only tedious and time-consuming, but it also leaves too much room for error. Fortunately, compensation management doesn't have to be so hard.

Our compensation management solution, an add-on module to our HR module, automates and streamlines the entire compensation management process — from defining programs and guidelines to budgeting and modeling to routing proposals for approval. Seamless integration with our HR module significantly reduces error-prone data entry, provides ready access to employee profiles and performance history, and helps improve data consistency. With our compensation management module, you have robust decision-making tools at your fingertips and better visibility into all phases of the compensation planning process. The results? Reduced administrative burdens. Improved corporate governance. More equitable distribution of rewards. And greater control over your compensation spend.

Key Benefits

» **STREAMLINE** compensation planning with automated tools and workflows

» **GAIN** increased visibility into all phases of compensation planning

» **IMPROVE** corporate governance with automated enforcement of compensation guidelines

» **MAKE** fair, equitable compensation decisions across the organization

Set up compensation cycles in a snap

Our compensation management module enables you to set up compensation cycles with remarkable speed and ease. Simply define the program type, enter the start and end dates, assign a cycle manager, and specify the employee type to be included, such as hourly, salaried, seasonal, or executive. The application supports annual, nonannual, cycle-based, and off-cycle merit- and promotion-based salary increases. For optimal flexibility, you can even define program eligibility and manage plans that cross multiple business units.

Looking to factor employee performance into the compensation planning process? The built-in Merit Matrix tool makes it simple to award pay increases based on the correlation between an employee's performance rating and pay grade. So you can effectively tie compensation to individual accomplishments and contributions to support pay-for-performance.

What's more, individual employee information — including status, pay grade, location, and shift — is visible throughout the process, so you know you're working with current, accurate data.

Define budgets for each compensation cycle

Our compensation management module lets you define the budget for each compensation cycle using an intuitive, spreadsheet-like interface. The application supports both top-down and bottom-up budgeting processes — with appropriate approval workflows — and your choice of salary structure. Optional access to PayScale-powered salary reports from within the interface lets you use up-to-date compensation data and research to guide budget decisions.

Model compensation scenarios to optimize your labor spend

Managers can model compensation scenarios for their direct reports using the application's built-in worksheets. Or they can plan offline in Excel® and seamlessly import updates back into the solution. Managers can enter merit increases by percentage or flat amount and see how much of the budget has been allocated in real time. Pre-configured budget guidelines help managers allocate increases in alignment with the corporatewide compensation strategy to support equitable rewards and minimize overspend. Employee profile data and performance history are always just a click away to help inform compensation decisions.

Drive efficiency from start to finish

Proposed increases are automatically routed through a configurable approval workflow; automated alerts and reminders keep the process moving forward. Security controls let you determine who can access specific information and functionality, and who has override privileges at each step in the process. In addition, an innovative "mass finalize" function makes it easy for HR or compensation managers to review and approve increases for all employees — without having to drill down into each proposal individually.

Leverage an integrated human capital management suite

Our compensation management solution is part of our fully integrated, cloud-based human capital management suite. The powerful solution suite delivers the complete automation and high-quality information you need to manage your workforce — from pre-hire to retire — using a seamlessly unified human capital management platform with a common user interface, database, and workflows. Our solution provides the single-source, real-time data access you need — across time and attendance, HR, compensation, payroll, scheduling, and more — to control labor costs, minimize compliance risk, and improve workforce productivity. And because it's a software-as-a-service (SaaS) solution available for a predictable per-employee-per-month fee, it eliminates IT headaches while delivering continuous value for bottom-line results.

Created	View Workflow	First Name	Last Name	Category	Question Name	Question	Response Name	Reason Code	Is Completed	Completed On	Note
		starts with	starts with						All		
10/28/2016 03:11p		John	Brady	End Of Shift	Meal Question	Did you take your meal break today?	Approve		Y	10/28/2016 07:11p	
10/31/2016 05:24p		John	Brady	End Of Shift	Meal Question	Did you take your meal break today?	Yes		Y	10/31/2016 05:24p	
10/31/2016 05:26p		John	Brady	End Of Shift	Meal Question	Did you take your meal break today?	No		Y	10/31/2016 05:26p	
11/01/2016 01:45p		John	Brady	End Of Shift	Meal Question	Did you take your meal break today?	Approve		Y	11/01/2016 01:45p	
10/18/2016 03:29p		Howard	Edwards	End Of Shift					Y	10/20/2016 03:34p	
10/27/2016 01:37p		Howard	Edwards	End Of Shift	Time Question	Is your time correct?	Yes		Y	10/27/2016 01:39p	
11/01/2016 06:18p		John	Brady	End Of Shift	Meal Question	Did you take your meal break today?	Reject		Y	11/01/2016 06:18p	
11/01/2016 06:22p		John	Brady	End Of Shift	Time Question	Is your time correct?	No		Y	11/01/2016 06:22p	
11/02/2016 01:47p		John	Brady	End Of Shift	Meal Question	Did you take your meal break today?	Yes		Y	11/02/2016 01:47p	
11/02/2016 06:48p		John	Brady	End Of Shift	Time Question	Is your time correct?	Yes		Y	11/02/2016 06:50p	
11/02/2016 06:50p		John	Brady	End Of Shift	Meal Question	Did you take your meal break today?	No		Y	11/02/2016 06:50p	
11/04/2016 01:00p		John	Brady	End Of Shift	Meal Question	Did you take your meal break today?	Yes		Y	11/04/2016 01:00p	
11/04/2016 06:50p		John	Brady	End Of Shift	Time Question	Is your time correct?	Yes		Y	11/04/2016 01:19p	
10/26/2016 03:05p		Howard	Edwards	End Of Shift	Meal Question	Did you take your meal break today?			Y	10/26/2016 03:05p	
10/28/2016 03:10p		John	Brady	End Of Shift	Time Question	Is your time correct?	Approve		Y	10/28/2016 07:11p	
11/02/2016 06:50p		John	Brady	End Of Shift	Meal Question	Did you take your meal break today?	No		Y	11/02/2016 06:50p	
11/08/2016 12:35p		John	Brady	End Of Shift	Meal Question	Did you take your meal break today?	Affirmative		Y	11/08/2016 12:35p	
11/08/2016 05:44p		John	Brady	End Of Shift	Time Question	Is your time correct?	Negative		Y	11/08/2016 05:44p	
11/08/2016 05:44p		John	Brady	End Of Shift	Meal Question	Did you take your meal break today?	Negative		Y	11/08/2016 05:45p	
11/08/2016 05:57p		John	Brady	End Of Shift	Time Question	Is your time correct?	Affirmative		Y	11/08/2016 05:58p	

Our compensation management module is seamlessly integrated with our HR solution to provide better visibility and control and to help ensure more accurate employee records. It includes default and configurable workflows that reduce compensation administration complexity and streamline notifications and approvals.