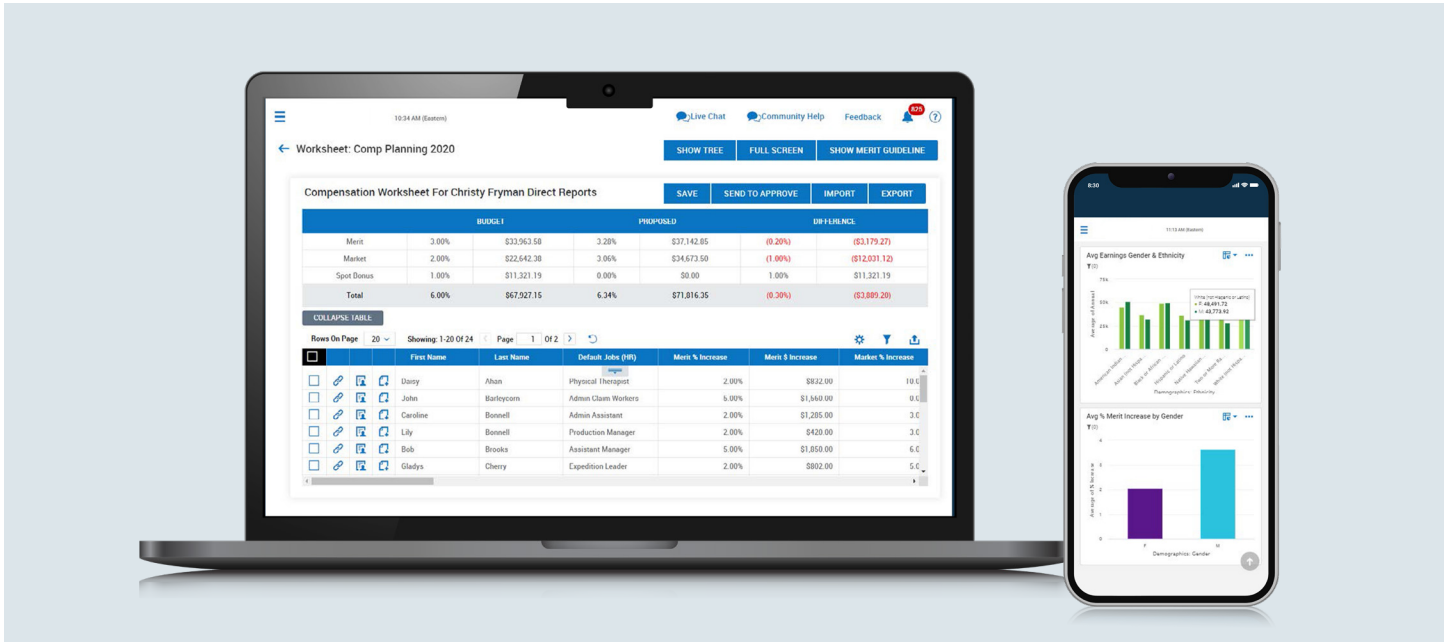


Optimize Compensation Planning to Save Time and Reduce Risk.

Managing compensation planning across business units and cost centers is a frustrating challenge when you're using cumbersome spreadsheets and tedious manual approval processes that can lead to errors and inefficiencies. Compensation Management streamlines the entire planning process, encompassing everything from defining programs and guidelines to budgeting, modeling, and routing proposals for approval.



How it Works

Compensation simplifies and automates the entire compensation planning process, enabling you to easily create and assign planning worksheets to managers and approvers. Flexible workflows automate notifications and reminders, ensuring that approvals and actions keep moving smoothly. Improved governance features help reduce the risk of budget overspend while aligning compensation decisions with your established guidelines through merit matrices, eligibility rules, and comprehensive planning worksheets. Gain valuable insights with enhanced visibility into compensation planning, ensuring that the right rewards are allocated to the right people through detailed analytics, workforce data, and employee performance trends.

Benefits For HR Professionals

- Increase engagement by ensuring the right rewards are going to the right people
- Improve efficiency by eliminating cumbersome spreadsheets and manual approval processes
- Reduce the risk that sensitive compensation information will get into the wrong hands
- Improve retention by better aligning compensation with performance
- Gain better visibility into compensation trends and budget spend
- Increase transparency and fairness of compensation decisions
- Optimize your compensation budget to support the objectives of your organization

Key Features:

Automation and Flexible Workflow

Flexible Compensation Cycle Setup: Quick setup of various compensation cycles.

Automation of Compensation Planning: Streamlined management process with automated workflows.

Configurable Approval Workflows: Customizable routing for proposed increases with automated alerts.

Mass Finalize Functionality: Review and approve increases for all employees in one step.

Custom Pay Grades and Steps: Define tailored compensation structures.

Flexible Eligibility Rules, Budgets and Workflows: Customizable criteria and budgeting processes.

User Experience and Visibility

Enhanced Visibility and Governance: Improved visibility and automated enforcement of guidelines.

Security Controls: Fine-tuned access and management of override privileges.

User-Friendly Planning Worksheets: Intuitive worksheets for managers.

Customizable Instructions with Embedded Videos: Tailored guidance for enhanced usability.

Integration and Compatibility

Seamless Integration: Integration with HR module for consistent data access.

PayScale Integration: Access to up-to-date salary reports.

Multi-Currency Support: Manage planning across different currencies.

Integrated Management Suite: Comprehensive suite for workforce management.

SaaS Solution: Predictable fees and continuous value without IT headaches.

Planning and Modeling Tools

Real-Time Budget Roll-Ups and Modeling: View budget roll-ups and model scenarios.

Compensation Scenario Modeling: Model scenarios using worksheets or Excel imports.

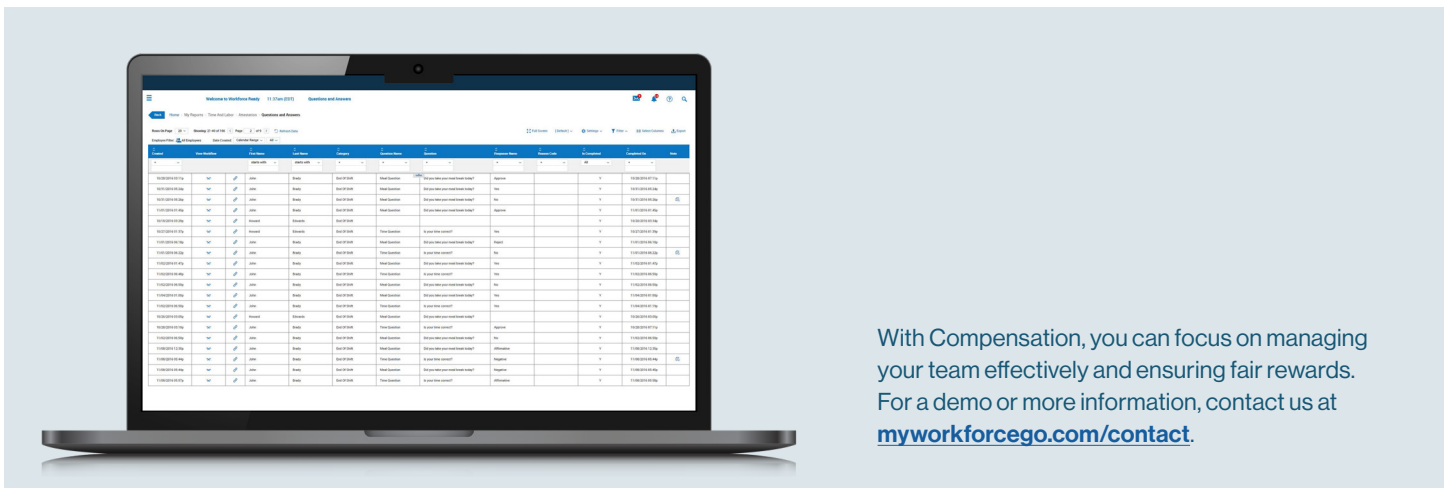
Merit Matrix Tool: Award pay increases linked to performance ratings.

Focal, Non-Focal, and Off-Cycle Planning: Support for various planning types aligned with strategic goals and responsive to real-time needs.

Budgeting and Financial Management

Budget Definition and Management: Spreadsheet-like interface for defining budgets.

Total Compensation Statements: Comprehensive statements to inform employees of their compensation.



With Compensation, you can focus on managing your team effectively and ensuring fair rewards. For a demo or more information, contact us at myworkforcego.com/contact.