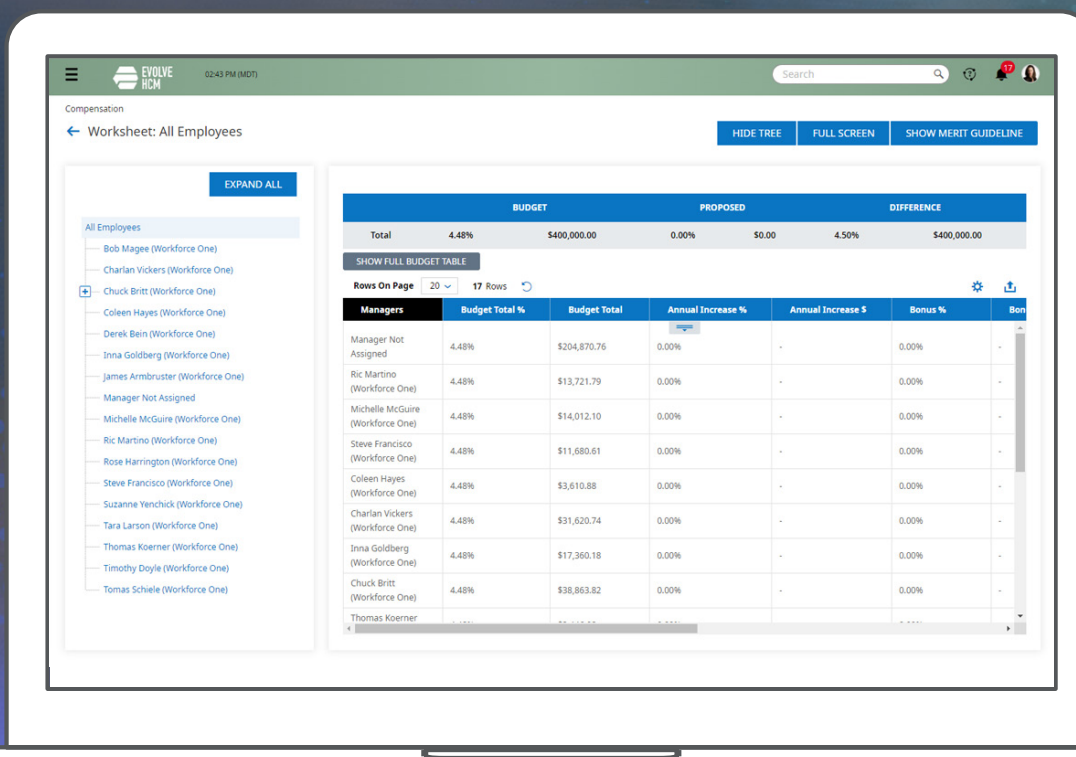


Compensation

Streamline compensation planning and recognize your people with **meaningful rewards**.

Compensation streamlines the entire compensation planning process — from defining programs and guidelines to budgeting and modeling to routing proposals for approvals — so you can eliminate cumbersome spreadsheets and manual processes while also reducing the risk that sensitive compensation information will get into the wrong hands.



The screenshot shows the 'Compensation' worksheet for 'All Employees'. It features a sidebar with a list of employees, a main table with columns for Budget, Proposed, and Difference, and a 'SHOW FULL BUDGET TABLE' button. The table lists various managers and their compensation details.

	BUDGET	PROPOSED	DIFFERENCE	
Total	4.48%	\$400,000.00	0.00%	\$0.00
			4.50%	\$400,000.00

Managers	Budget Total %	Budget Total	Annual Increase %	Annual Increase \$	Bonus %	Bonus \$
Manager Not Assigned	4.48%	\$204,870.76	0.00%	-	0.00%	-
Ric Martino (Workforce One)	4.48%	\$13,721.79	0.00%	-	0.00%	-
Michelle McGuire (Workforce One)	4.48%	\$14,012.10	0.00%	-	0.00%	-
Steve Francisco (Workforce One)	4.48%	\$11,680.61	0.00%	-	0.00%	-
Coleen Hayes (Workforce One)	4.48%	\$3,610.88	0.00%	-	0.00%	-
Charlan Vickers (Workforce One)	4.48%	\$31,620.74	0.00%	-	0.00%	-
Inna Goldberg (Workforce One)	4.48%	\$17,360.18	0.00%	-	0.00%	-
Chuck Britt (Workforce One)	4.48%	\$38,863.82	0.00%	-	0.00%	-
Thomas Koerner						



Automated processes

Easily create and assign compensation planning worksheets to managers and approvers. And leverage flexible workflows to automate notifications, reminders, approvals, and more to keep compensation planning moving forward.



Improved governance

Reduce the risk of budget overspend and ensure compensation decisions align with your guidelines by leveraging flexible merit matrices, eligibility rules, budgets, and planning worksheets.



Better insights

Gain better visibility into compensation planning and ensure the right rewards are going to the right people through helpful analytics, comprehensive workforce data, and employee performance trends.

Key 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 of Compensation

- Real-time budget roll-ups and modeling
- Custom pay grades and steps
- Flexible eligibility rules, budgets, and workflows
- Focal, non-focal, and off-cycle planning
- Merit matrices linked to performance
- Simple, user-friendly planning worksheets
- Customizable instructions with embedded videos
- Multicurrency support
- Total compensation statements

