



# Compensation

Employee compensation is the largest expense for most companies yet, compensation planning that relies on e-mail and spreadsheets is error prone, unsecured, and unproductive. Most solutions lack the deep integration with talent management systems to seamlessly bring the needed data to compensation administrators and line managers so they can determine who is truly high performing and reward them appropriately.

Part of SuccessFactors HCM, SuccessFactors Compensation is part of our industry leading Talent solution (Gartner Magic Quadrant 2013 for Talent Management Suites). SuccessFactors Compensation helps business leaders, compensation managers, and HR professionals dramatically improve budget accuracy, reduce risk, and tie their greatest expense—employee pay—to actual business results. Unlike personal productivity tools such as Excel, or other solutions that simply ‘reinterpret’ Excel spreadsheets, SuccessFactors Compensation streamlines and simplifies compensation planning, provides visibility and insight for total compensation management, and uniquely enables a pay for performance culture.

## Run Comprehensive, Secure and Accurate Compensation Process

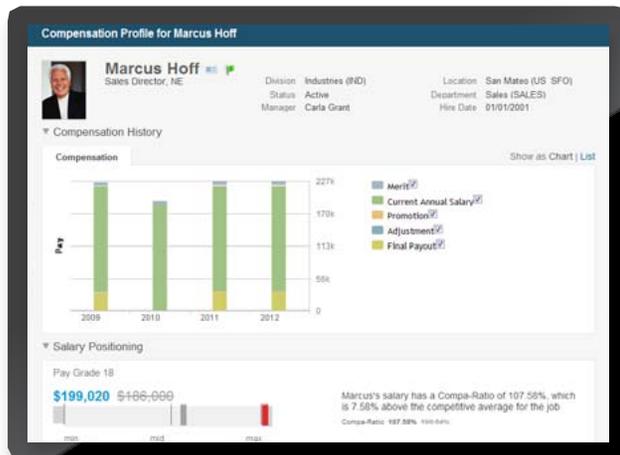
- Support for multiple compensation components including salary, bonus, and equity awards
- Validation checks and reports on data and calculations at each step allow administrators to detect and correct discrepancies as they occur
- Intuitive, configurable workflow and approval rules
- Automated routing with optional hierarchical approval
- simplifies communication and keeps the process on schedule

## Ensure Fairness, Engagement and Retention with Calibration

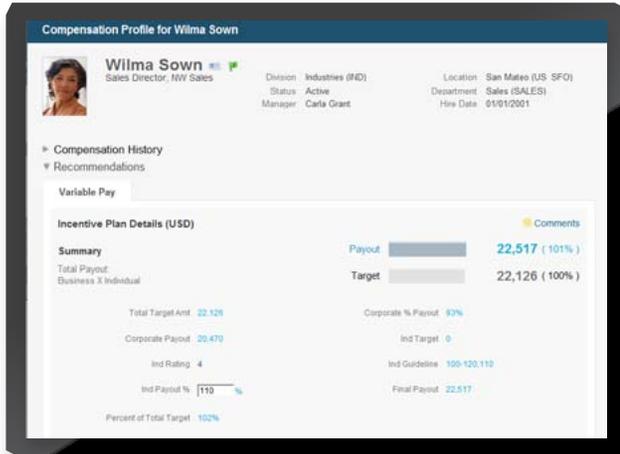
- Align and provide a clear linkage between employee performance and employee compensation
- Help ensure objective, fact-based decisions around performance and compensation by removing manual calibration processes and providing intuitive, visual comparisons of employees
- View ratings and pay distributions in bin and grid views and visually compare employees
- Use easy-to-read graphs, views and filters to make sense of calibration goals and status

## Get Visibility and Insight for Total Compensation Analysis

- Gain comprehensive insight with Total Rewards Statements
- Track financial and business goals, and compare target metrics to actual results to determine payouts (using step scale models or linear interpolation)
- Quickly assess and validate compensation process with Live Metrics
- Forecast business and fiscal results to model different bonus payouts



SuccessFactors Compensation provides intuitive planning and instant insight into key compensation and performance metrics



Build robust variable pay programs and link rewards to employee and company performance

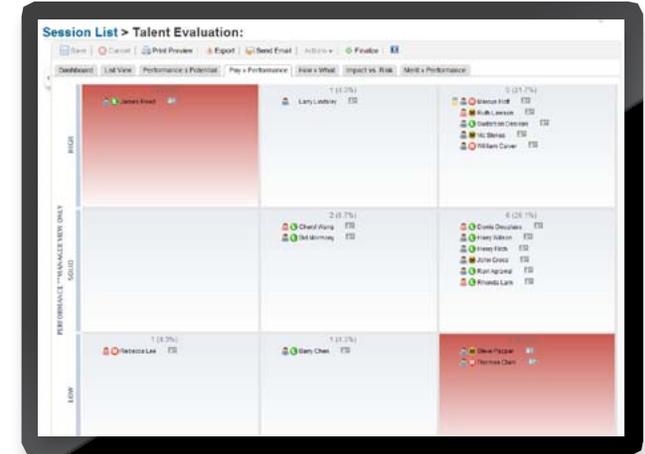
- More than 20 pre-built reports, covering: Pay for Performance, Budget Rollups, Exceptions, Discrimination and Legal Compliance, Employee Details
- Provide easy to understand reports of bonus calculations for managers and employees
- Compensation, training, and employee data can be combined with additional business data for more comprehensive compensation visibility and insight

### Assurance that Budgets are Used Wisely, are Compliant and Auditable

- Flexible budget modeling with support for cascading and global merit planning
- Auto-calculated increases incorporate multiple elements (e.g, performance rating, job level, pay grade, range penetration, compa-ratio, etc.) as well as company guidelines
- Help Reduce Risk with Greater Legal & Audit Compliance
- Data for audits is automatically captured and stored
- Pre-built reports for Discrimination and Legal Compliance

### Leverage the Power of a Complete Performance Management Suite and beyond

- As an integrated part of SuccessFactors HCM, compensation forms can be provided in 34 languages
- Complements best SuccessFactors Performance & Goal and Succession Management
- Native integration with SAP ERP HR and the Payroll data to “pay for performance”



Easily identify employees whose pay requires calibration through simple Merit vs Pay box

#### About SuccessFactors, an SAP Company

SuccessFactors is the leading provider of cloud-based HCM software, which delivers business results through solutions that are complete, beautiful, and flexible enough to start anywhere and go everywhere. SuccessFactors’ customers represent organizations of all sizes across a wide range of industries. With more than 20 million subscribers globally, we strive to delight our customers by delivering innovative solutions, content and analytics, process expertise, and best practices insights from across our broad and diverse customer base. SuccessFactors solutions are supported by a global partner ecosystem and the experience and commitment of SAP.



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