



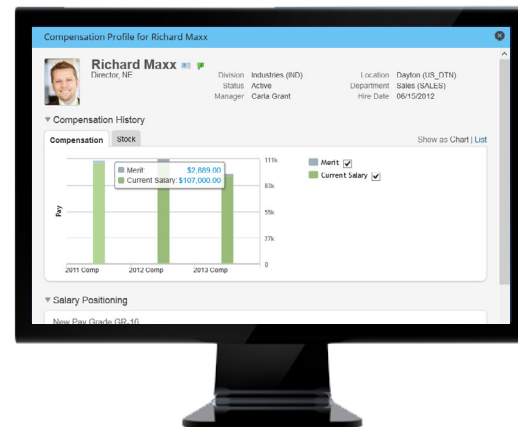
# Compensation: Retain your top performers and avoid overpaying underachievers

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

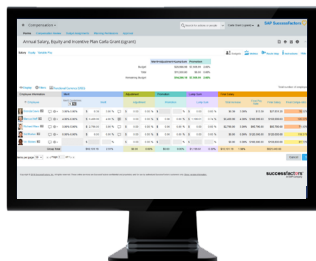
SAP SuccessFactors has been rated the top “Hot” vendor by Ventana Research's Total Compensation Management Value Index 2014, a distinction it has received for the second time in a row. SAP SuccessFactors Compensation is part of the SAP SuccessFactors talent management solution, which was named is “a leader” in the 2014 Gartner Magic Quadrant for Talent Management Suites.

SAP 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 like Excel, or other solutions that simply reinterpret Excel spreadsheets, SAP SuccessFactors Compensation streamlines and simplifies compensation planning, provides visibility and insight for total compensation management, and uniquely enables a pay-for-performance culture.



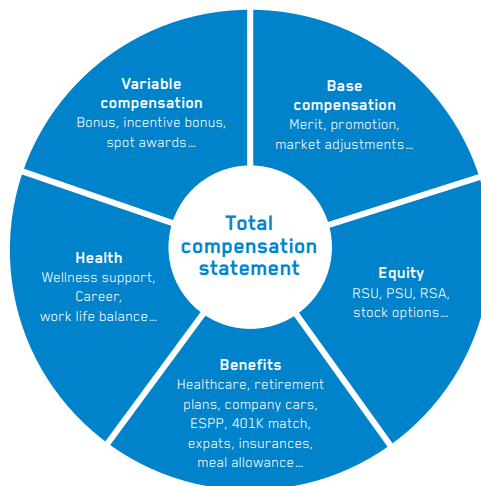
**SAP SuccessFactors Compensation provides intuitive planning and instant insight into key compensation and performance metrics.**



Get instant insight into employee data and build robust variable-pay programs.

## The Most Comprehensive Compensation Management Suite on the Market

- Support for multiple compensation components, including salary, bonus, and equity awards
- Ability to integrate benefits or health data and provide a total compensation statement to employees
- Robust validation checks and workflow and approval rules to detect and correct discrepancies
- Simplified communication within the company and keeps the compensation 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.
- View ratings and pay distributions in bin and grid views and visually compare employee data.
- Use easy-to-read graphs, views, and filters to make sense of calibration goals and overall status.

## Assure That Budgets Are Used Wisely, Are Compliant and Audit-Ready

- Flexible budget modeling with support for cascading and global merit planning
- Auto-calculated increases incorporate multiple elements like performance rating, job level, pay grade, compa-ratio, and company guidelines
- Help reduce risk with greater legal and audit compliance
- Data for audits is automatically captured and stored.
- Pre-built reports for discrimination and legal compliance

### **Solve the “Global Versus Local” Challenge**

- For global companies with local HR teams, attracting and retaining top talent is a challenge. This is best managed locally, with central guidance and oversight.
- SAP SuccessFactors Compensation's decentralized administration allows local HR teams to set up and administer compensation programs independently.
- Programs are designed to optimize for local market goals and objectives.
- Tailored to the needs of specific country, region, or a business unit

### **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).

- Forecast business and fiscal results to model different bonus payouts.
- 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.

### **Leverage the Power of a Complete Performance Management Suite**

- As an integrated part of the SAP SuccessFactors HCM suite, SAP SuccessFactors Compensation's forms can be provided in 37 languages.
- Complements SAP SuccessFactors Performance & Goals and Succession & Development.
- Native integration with SAP SuccessFactors Employee Central and SAP ERP HR core HR systems

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