SAP SuccessFactors

SAP SuccessFactors Compensation | PUBLIC

Motivate Your Employees to Perform at Their Best

THE BEST RUN SAP

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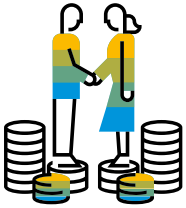
Stay Connected with Your Employees and Keep Them Engaged

Massive business disruption is creating a seismic shift in how and where people work. In this changing world of work, an organization's ability to stay connected and engaged with their distributed workforce is critical to ensuring business continuity and sustained success. Improving the rewards experience for your remote workforce and maintaining a **positive workplace culture** are more important than ever.

The SAP® SuccessFactors® Compensation solution helps you build and manage strategic compensation programs that align with the needs of your employees, your business, and your budget. Unlike personal productivity tools or other solutions that simply automate and streamline compensation planning, SAP SuccessFactors Compensation focuses on delivering meaningful rewards experiences that are personalized, relevant, frequent, and timely for your employees across the globe.



Build and manage strategic compensation programs that **align with the needs** of your employees, your business, and your budget.

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Align Employee Compensation with Your Business Strategy

Making the best use of limited compensation dollars is essential to your organization's ability to keep employees working on what matters most and to drive the business forward.

With SAP SuccessFactors Compensation, you can optimize your compensation programs by prioritizing the allocation of compensation budgets across multiple competing attributes using proprietary modeling tools (see Figures 1 and 2).

You can also simulate different budget scenarios to determine compensation guidelines that best fit your business objectives. What's more, forecasting tools let you project bonus payouts throughout the year by emulating various business outcomes – enabling you to validate forecasting and spend on employee bonuses.

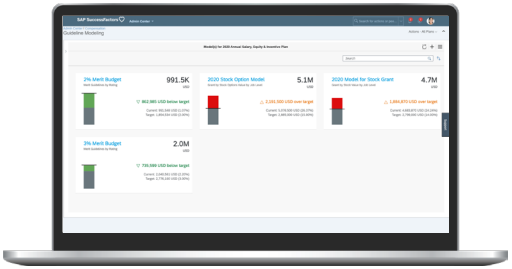

Figure 1: Compensation Modeling Home Page

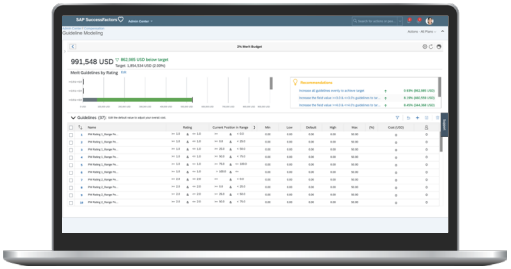

Figure 2: Compensation Modeling

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Enable Insight-Driven Compensation Planning

Ensuring employee compensation that is fair and equitable is critical to achieving maximum engagement and retention.

Take the guesswork out of compensation planning to enable smarter pay decisions with SAP SuccessFactors Compensation (see Figure 3). Drive the consistent execution of compensation strategies across your organization with central oversight and guidance while gaining the flexibility to optimize compensation programs for local markets. You can also design unique worksheet experiences that empower planners to better manage and control their workspace using configurable views that show relevant and need-to-know employee data.

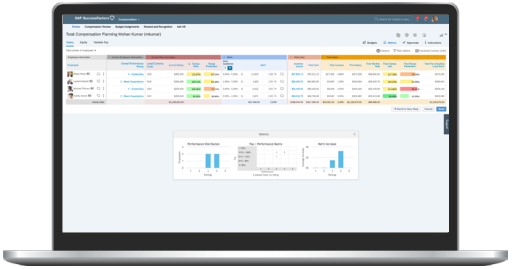

Figure 3: Total Compensation Planning

Roll-up reporting lets you gain visibility into budget utilization across your organization. And easy access to compensation metrics, real-time data insights, and relevant employee details improves decision-making.

Keep pay decisions free from subjectivity and bias using calibration tools to drive more-accurate assessments of performance and compensation. You can also build bonus programs based on business, team, and individual performance goals to help ensure fair and objective compensation decisions.

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Increase Transparency and Understanding with Clear Compensation Communication

A great rewards experience is about acknowledging people – whether individuals or teams – for their successes.

SAP SuccessFactors Compensation increases the visibility and transparency of employee rewards. You can build recognition programs that align to the needs of your employees, your business, and your budget with flexible design options including cash-based, points-based, "thank you," and peer-to-peer award programs (see Figures 4 and 5).

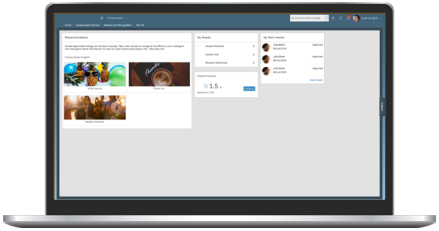

Figure 4: Rewards and Recognition Home Page

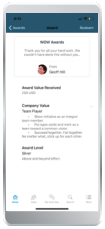

Figure 5: Award Details

Engage employees in all work environments with quick and easy recognition program nominations and award redemptions – anytime, anywhere – by giving them access from desktop and mobile devices.

Employees can understand the full value of their total compensation package with configurable personal compensation statements. You can also inform them of their bonus plan eligibility and potential payouts awarded for meeting specific targets with bonus assignment letters.

LEARN MORE

To learn how SAP SuccessFactors Compensation can motivate your employees to perform at their best, contact your SAP representative or visit us online.

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