

TalentManager® Compensation & Incentive Management

The Compensation and Incentive Management module supports budgeting, allocation and management of multiple pay practices. Review compensation according to any frequency, easily collect manager pay recommendations, and manage any plan type all in single tool.

Features

Compensation Planning

- Configure merit matrices based on compa-ratio, position in range or market index.
- Administer and manage any plan type:
 - Merit increases
 - Lump sum payments
 - Market or equity adjustments
 - Promotional adjustments
 - Bonus or incentive awards
 - Long term incentives – restricted stock, option grants, etc.
- Support any compensation review frequency:
 - Anniversary
 - Focal
 - Off-cycle transactions
- Link any reward to any type of performance measurement.
- Reference external market data with CompAnalyst® integration.

Benefits

- Seamlessly manage compensation budgets and allocation in a single, shared tool.
- Streamline your pay recommendation workflows and approvals.
- Easily support multiple pay and incentive practices.
- Ensure budget compliance and adherence to compensation guidelines.
- Increase manager efficiency and reduce administrative costs.

HR ADMINISTRATION FEATURES

- Support complex reporting relationships with flexible workflow configuration.
- Govern approvals by any conditions or rules.
- Track the impact of pay recommendations in a budget table.
- Personalize interfaces with drag-and-drop columns and configurable dashboards.
- Create custom and exception reports.
- Import or export to HRIS through simple data exchange.
- Set automated tasks, reminders and alerts.
- Support multiple languages and currencies.
- Leverage our team of Compensation and Competency experts.

Overview of key features

Review compensation history by employee & adjust according to budget

View high-level budget allocations and fund availability

Planning Worksheet - Summary

Plan Details
 Employee: All Plan: 2007 Focal Plan Currency: Local

Budget - Displayed in: US\$

	Merit	Lump Sum	Adjustment	Promotion	Total Base	Bonus	STI	Total Bonus	Company Stock	Total Stock
Salary Budget	4.26% 65,577	0.00% 0	0.50% 8,160	0.50% 8,519	5.35% 82,256	232,840	244,632	477,472	146,250	146,250
Actual	6.10% 93,816	0.00% 0	0.50% 8,160	0.00% 0	10.82% 166,515	227,915	55,707	283,622	75,000	75,000
Available	-1.84% (28,239)	-0.07% (1,000)	-3.89% (63,539)	0.50% 8,519	-5.48% (84,258)	4,926	188,925	193,850	71,250	71,250

Plans | View more | Options

worksheet - Displayed in: US\$ Select Pay Type: summary

Select All <input type="checkbox"/>	Last Name	First Name	Compensation Submission Status	employee Compensation Statement Print All	Approval History	Company Job Title
<input type="checkbox"/>	Adams	Mark	Submitted	Print	View	Senior Operations Manager
<input type="checkbox"/>	Bauer	Carl	Submitted			
<input type="checkbox"/>	Jetson	Steve	Submitted			
<input type="checkbox"/>	LaRusso	Greg	Submitted			
<input type="checkbox"/>	Monitoring	Mary	To be Submitted			

Budget - Summary

	Merit	Lump Sum	Adjustment	Promotion	Total Base	Bonus	Advanced Variable Pay 1	Total Bonus	Company Stock	Total Stock
Salary Budget	4.26% 65,577	0.00% 0	0.50% 8,160	0.50% 8,519	5.35% 82,256	225,721	249,218	474,939	146,250	146,250
Actual	6.10% 93,816	0.07% 1,000	4.39% 71,699	0.00% 0	10.82% 166,515	227,915	55,707	283,622	75,000	75,000
Available	-1.84% (28,239)	-0.07% (1,000)	-3.89% (63,539)	0.50% 8,519	-5.48% (84,258)	(2,194)	193,511	191,317	71,250	71,250

Type	Percent Receiving Increase	No. Receiving Increase	Max Award Percent	Max Award Amount	Min Award Percent	Min Award Amount	Avg Increase Percent	Avg Increase Amount
Merit	100.00%	9	10.00%	19,310	1.00%	2,000	6.11%	10,424
Lumpsum increase	11.11%	1	0.96%	1,000	0.00%	0	0.11%	111
Adjustment	77.78%	7	5.50%	15,577	0.00%	0	4.16%	7,967
Promotion adjustment	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Bonus	88.89%	8	31.25%	62,553	0.00%	0	13.47%	25,324
Advanced	11.11%	1	25.50%	55,707	0.00%	0	2.83%	6,190
								8,333

Reports Summary

You can view and manage your pay reports

Report Name	Report Description	Report Type	Manage
Average Increase by Performance Rating	Average Increase by Performance Rating	Compensation	
Budget/Pay Increase Rollup by Amount	Budget/Pay Increase Rollup by Amount	Compensation	
Budget/Pay Increase Rollup by Percent	Budget/Pay Increase Rollup by Percent	Compensation	
Compensation Plan Progress Report	Compensation Plan Progress Report	Compensation	
Exempt vs Nonexempt Average Percent Increase by Pay Types	Exempt vs Nonexempt Average Percent Increase by Pay Types	Compensation	
Overall Compensation	Overall Compensation	Compensation	
Pay Increase Actual Vs. Budget	This is the report for Pay Increase Actual Vs. Budget	Compensation	

View budget details by compensation type, dollar amount & percentage

Run detailed reports to track budget status and staffing details

