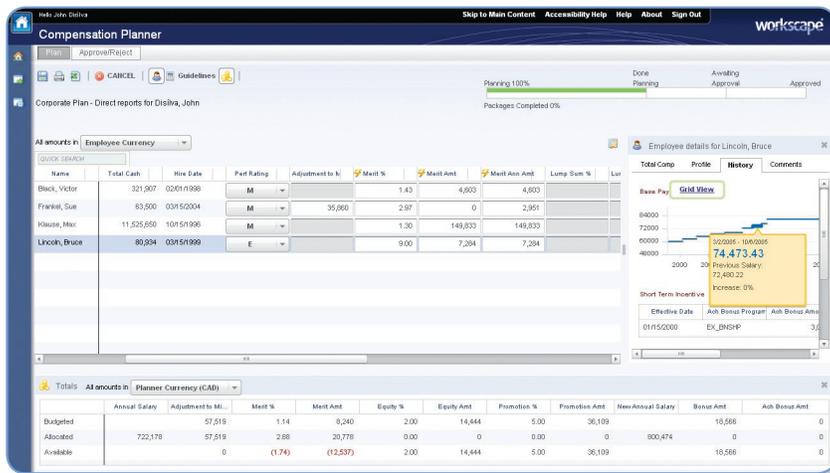


Workscope Compensation Planner

A dynamic, easy-to-use enterprise compensation management solution that helps managers make informed compensation decisions during focal planning periods to improve efficiency and control compensation spend for bottom-line results.



Featuring an easy-to-use Adobe® Flex®-based interface, Compensation Planner engages managers, employees, and HR in a highly interactive Web application experience. The intuitive application prompts and guides managers through each step of the compensation planning process. Dynamic decision support tools and flexible approval processes help managers make tough pay-related decisions, while compressing compensation planning cycles and reducing the need for HR intervention. Thanks to tight integration with Workscope Performance Manager™, Compensation Planner enables true pay for performance as managers reward employees based on progress toward goals that align with corporate initiatives. The results? Smart, compliant compensation decisions. Better control of compensation spend. And the ability to motivate and retain top performers who drive bottom-line results.

The Advantages

Better Control Compensation Budgets

Surveys show that many large organizations overspend their budgets by one to three percent per compensation cycle — a practice that can add up to hundreds of thousands of dollars annually. Compensation Planner automatically enforces strict adherence to corporate guidelines and budgets, and routes compensation transactions through approval workflows so managers can better control compensation spend. Easy access to dynamic decision support tools helps managers make smart, equitable decisions throughout the planning process. Visual indicators flag any recommendations that fall outside of recommended guidelines. The application can be configured to block these transactions or to allow case-by-case authorization or rejection as part of the upstream approval process. These built-in controls enable your organization to keep better tabs on compensation spend as you reward employees based on demonstrated performance.

Compress Compensation Cycles

HR can define guidelines, salary ranges, market data, top-down or bottom-up budgets, planning access periods, and more prior to use by managers. Instant access to decision support tools at key points in the planning process helps managers make informed compensation decisions, thereby eliminating the need for HR assistance. Compensation transactions are automatically routed through pre-defined approval processes. These features simplify administration while significantly compressing compensation planning cycles.

The Challenge

Because employee compensation represents the largest cost center for most businesses today, HR needs to optimize compensation spend by rewarding individual performance that supports achievement of corporate goals. At the same time, HR must strictly enforce adherence to corporate guidelines on a global basis to ensure compensation equity and regulatory compliance while avoiding budget overruns. And as HR professionals focus more time on strategic priorities, they need a way to compress compensation planning cycles and simplify plan administration.

The Solution

Part of the ADP family of Talent Management solutions, Compensation Planner™ is a Web-based enterprise compensation planning solution that speeds and simplifies compensation planning by giving managers instant access to all relevant budget and allocation guidelines, historical award data, and dynamic decision-making tools. It provides immediate global visibility into the budget impact and status of compensation planning to control costs and hold managers accountable for rewarding employees appropriately. By using Compensation Planner in conjunction with Workscope Manager Self-Service, your organization gains year-round flexibility for responding to changing business conditions, while maintaining visibility and control over budgets and award decisions.

Support Global Compensation Plans

Designed to support the needs of organizations ranging from regional companies to large, global enterprises, Compensation Planner can be deployed from application hosting centers throughout the globe. The solution facilitates compensation planning with built-in support for multiple elements, languages, currencies, and international date/time formats. Cross-calculation between annual and alternative salary periods (monthly, bi-weekly, and more) ensures accurate, consistent compensation planning and reporting on a global basis.

Easily Accommodates Regional and Business Unit Differences

Compensation Planner is highly configurable to support multiple plans and processes without compromising strict corporate governance. HR can drive common practices and enforce corporate guidelines by leveraging one application across all geographies and business units. Compensation Planner provides out-of-the box support for all UI elements in ten languages and produces total compensation statements in all local languages. In addition, it can display compensation plans in the corporate, manager, or employee currency.

Leverage the Latest HR Information

Thanks to tight integration with Workscope SmartSync™, Workscope EligibilityManager™, and Workscope GroupManager™, you can update Compensation Planner on a daily basis with employee and organizational data from your HRIS or ERP system. This way, you can be sure that all compensation planning decisions are based on the most up-to-date HR information.

Meets Stringent F100 IT Requirements

Compensation Planner provides high availability, full redundancy, robust security, and real-time monitoring through a hosted SaaS delivery model. Users can rely on 24x7 access with confidence that valuable employee data is protected. What's more, Workscope's hosting sites and procedures have passed the rigorous audits of global F100 firms.

Product Highlights

Dynamic Decision Support Tools

Robust decision support tools enable managers to make smart compensation planning decisions — quickly and easily — based on formula-driven guidelines. Interactive worksheets and built-in modeling features dynamically appear on the user's screen, providing powerful decision support in the form of guidelines, salary ranges, market rates, historical employee data, budget allocations, and more. Any exceptions are highlighted as they

move through the approval process. These features make it easy for managers to analyze alternative compensation actions and arrive at equitable, informed decisions that can be clearly communicated to employees.

Easy-to-Configure User Interface

Users can configure Compensation Planner to work the way they do by dragging and dropping columns and using multi-level sorting features. Compensation Planner uses Adobe® Flex® technology to deliver high levels of interaction — formerly available only in desktop programs — through a flexible, convenient Web-based application.

Flexible Screen Presentation

Compensation Planner's role-based permissions enable administrators to control which compensation elements, employees, and groups are visible to each user. The application provides the flexibility to offer alternate screen presentations based on plans and/or user visibility rules so managers see only those compensation elements that pertain to their staff.

Powerful Reporting and Analytics

Compensation Planner enables managers to create their own ad-hoc reports for viewing, printing, or export. Standard reports highlight performance distribution, adherence to budgets, and exceptions, and include helpful graphic displays, summary statistics, and detailed compensation data. Analytic capabilities provide HR, managers, and executives with strategic reporting in real time, as well as a full transaction audit trail for demonstrating compliance in compensation awards.

Scalable, Secure Technology

Workscope solutions leverage an open and scalable service-based architecture delivered from hosting centers that support ISO 27002 security standards and the needs of large and medium-sized enterprises. Because Workscope provides certified, secure hosted solutions, clients enjoy peace of mind that their applications are always available and their employee data is always safe.

Multi-Vendor Integration

Compensation Planner leverages Workscope SmartSync, GroupManager and EligibilityManager to enable regular data updates from your system of record, whether it is supplied by ADP or such as SAP, Oracle/PeopleSoft, or Lawson.