

Support Global Compensation Plans

Designed to support the needs of organisations ranging from regional companies to large, global enterprises, Compensation Planner can be deployed from any of Workscope's four data centres located in Boston, Massachusetts, Atlanta, Georgia, Frankfurt Germany, and Hong Kong, China. 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 organisational 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 modelling 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 analyse 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 centres 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 to enable regular data updates from your system of record such as SAP, Oracle/ PeopleSoft, or Lawson.