



# Compensation Planning

## Global Web-based Compensation Planning System



### Integrated Compensation Planning

Compensation Planning is an integral part of HR Director™ Human Resources Management System enabling an end-to-end solution for compensation management for organizations globally. No need to perform cumbersome import/export functions using standalone solutions for Compensation, Performance Management and Succession Planning. For organizations with international requirements, the system manages budgeting and planning in multiple languages and currencies all in a secured, audited environment.

### Pay for Performance

For the large majority of organizations, pay for performance is key to attracting, developing, engaging and retaining top performers. According to a recent survey by Bain & Company of senior executives, pay for performance is the best way to achieve financial results bar none. Improve top line and bottom line results with one powerful, easy-to-use solution.

### Create High Performance Workforces

Rewarding top performers on meeting individual objectives and organizational metrics creates a high performance culture. Not only does it help to increase employee engagement but it also helps to better align employee goals with the company's objectives increasing productivity and ultimately profitability.

### Improve Budgeting and Transparency

Managing budgets based on organizational performance and ensuring that managers adhere to their individual budgets are made easy by their ability to do unlimited 'what-if' analyses regardless of the currency that their direct reports are paid in. The ability for managers to see budget vs. spend data in real-time and their ability to see how changes in merit increases, adjustments and bonuses impact their allocated budget is invaluable. By incorporating factors that impact compensation such as performance rating, pay grade, comp ratio, merit matrices and bonus metrics, managers are able to be more objective and bring a level of transparency and credibility to the planning process. Requiring up-level managers to review, edit and approve subordinate managers' plans reinforces accountability in this critical process.

Employee Number	Name	Position	Grade	Rate of Merit Last Year Current	Salary	Currency Adjustment	Adj. Salary	Min. %	Max. %	Yes	No
0000000002	Stevenson, Clive	TEST	02/02/2000	2	\$32,248.97 CAD	\$ 0.00	\$32,248.97	0.00%	0.00%	\$1,490.74	\$33.739
0000000071	Alhajar, Lorraine	TEST	03/02/2000		\$24,476.52 CAD	\$ 0.00	\$24,476.52	0.00%	0.00%	\$ 0.00	\$ 0.00
0000000089	Granger, Graham	TEST	07/23/2001		\$46,740.00 CAD	\$ 0.00	\$46,740.00	0.00%	0.00%	\$ 0.00	\$ 0.00
0000000090	Hummel, Dorothy	TEST	02/25/1970		\$36,000.00 CAD	\$ 0.00	\$36,000.00	0.00%	0.00%	\$ 0.00	\$ 0.00
0000003202	Pavli, Andra Paulina	TEST	05/04/1961		\$42,500.00 CAD	\$ 0.00	\$42,500.00	0.00%	0.00%	\$ 0.00	\$ 0.00
0000003211	Jamieson, Janet Allan	TEST	04/28/1993		\$37,500.00 CAD	\$ 0.00	\$37,500.00	0.00%	0.00%	\$ 0.00	\$ 0.00
0000003212	Dalhousie, Maria Kath	TEST	04/07/1990		\$39,000.00 CAD	\$ 0.00	\$39,000.00	0.00%	0.00%	\$ 0.00	\$ 0.00
0000003223	Shelton, Peter	TEST	02/22/1967		\$38,000.00 CAD	\$ 0.00	\$38,000.00	0.00%	0.00%	\$ 0.00	\$ 0.00
0000004943	Davidson, Nancy	TEST	09/08/2000		\$38,000.00 CAD	\$ 0.00	\$38,000.00	0.00%	0.00%	\$ 0.00	\$ 0.00

### Powerful and Easy to Use

Because we use browser-based, Internet Self-Service Technology and workflow functionality to provide step-by-step guidance, minimal manager and executive training is required. Integration means that approvals are automatically sent to compensation management and executives for final approval and deployment.

- ✓ Familiar browser-based user interface
- ✓ Step-by-step configurable workflow to guide users

### Flexible Reporting & Analytics

The system allows users to print status, exception, audit and standard reports such as budget vs. spend analyses by Manager, HR Representative and more.

### Guaranteed Service and Support

With over 26 years of excellence in providing powerful Human Resources Information Technology solutions, we are uniquely positioned to provide and support our applications. Personalized assistance is available directly from our highly skilled and respected customer support specialists or by self-service via the Internet. Access is available 24/7 via self-service and you'll get answers to your questions from our product experts.

<b>Single Solution</b>	Allow authorized users a single solution for Compensation Management without the need for manual spreadsheets or data import/export operations from various systems
<b>Management Reports</b>	Standard analysis, budget flow-down, audit and exception reports are included.
<b>Powerful Rules-based Engine</b>	Set-up formulae and automatically calculate unlimited merit increases, adjustments and bonuses including the ability to pro-rate
<b>Multiple Currency Support</b>	Plan using unlimited currencies and employee groupings. The system supports budgeting in multiple currencies and co-mingling of multiple currencies
<b>Configurable Workflow</b>	Configure steps, participating employees, managers and executives, approval levels, visible data and more
<b>Electronic Dashboards</b>	Allow users to see real-time statuses, budget distribution, submissions, approvals, rejections and time-to-completion in a graphical dashboard format
<b>Built-in Checks &amp; Balances</b>	Red Flag allocations that fall outside of company guidelines for merit, adjustments and bonuses and improve transparency and accountability
<b>Secure Access to Data</b>	Integrated multi-level security prevents unauthorized access to confidential data and avoids potential legal proceedings
<b>Organizational Drill-down</b>	Allow executives and managers to instantaneously drill-down to any level in the organization and review planning at anytime during the process
<b>Integration with ASL Software Suite</b>	Compensation Management is fully integrated within ASL's HRMS and Payroll so all data is provided in real-time. Any changes to data or approvals are automatically saved and available for processing.

## RECOMMENDED SYSTEM REQUIREMENTS

<b>SOFTWARE</b>	<b>Client</b> Windows XP/Vista/7.0/8.0/8.1 with IE 8.0 or later
<b>HARDWARE</b>	<b>Client</b> PC with CPU Pentium or better with 512Mb RAM; 500Mb+ of available disk space

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