



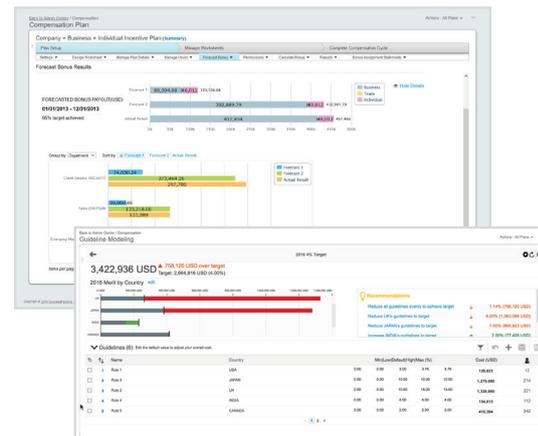
SAP® SuccessFactors® Compensation

With global competition for talent increasing and today's business environment changing rapidly, an organization's ability to attract and retain top talent is critical. Employee compensation is one of the largest investments for most companies, and making sure those dollars have an impact on the bottom line is essential.

The SAP SuccessFactors Compensation solution transforms workforce compensation into a strategic component of your overall talent strategy. We do this with a flexible solution that enables compensation professionals, business leaders, and managers to align compensation programs with business objectives. Unlike personal productivity tools or other solutions that simply automate and streamline compensation planning, SAP SuccessFactors Compensation features a unique set of capabilities to help you model and manage competitive compensation programs and motivate your workforce.

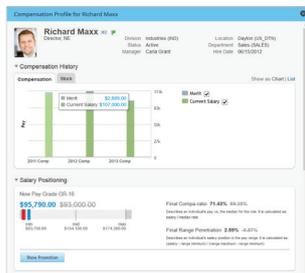
Align compensation programs with your organization's objectives to improve business results:

- Forecast and model base, bonus, and LTI plan designs to find the optimal balance between business strategy, competitive pay, and affordability



Improve planning and budgeting accuracy with base, bonus and LTI modeling and forecasting.





Intuitive planning provides instant insight into key compensation and performance metrics.

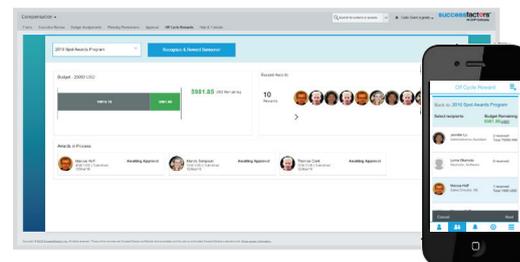
- Allocate budgets in ways that support strategic goals and differentiate parts of the organization and employee performance levels
- Adapt compensation programs based on evolving business needs and strategic goals

Effectively manage global compensation budgets with precision:

- Drive consistent execution of compensation strategies across the organization with central oversight and guidance and the flexibility to optimize compensation programs for local markets
- Configure rewards packages that incentivize employees with bonus programs based on business, team, and individual performance goals
- Reduce risk with configurable workflows, approval rules, validation checks, and reports that increase process efficiency, improve budget accuracy, and help ensure compliance
- Gain visibility into budget utilization across your organization with roll-up reporting, and improve decision making with access to compensation metrics and relevant employee data
- Tie employee performance with rewards and use calibration to help ensure fair, objective compensation decisions that align performance-goal achievement with bonus payouts to instill a true pay-for-performance culture

Reward employees for their contributions and motivate them to perform at their best:

- Communicate the full value of rewards packages to employees with customizable, total-rewards statements
- Inform employees of bonus plan eligibility and potential bonus plan payouts awarded for meeting specific targets
- Keep employees motivated throughout the year with spot awards that recognize key milestones and outstanding contributions when they occur
- Make goal attainment part of continuous performance management conversations with the SAP SuccessFactors Performance & Goals solution, so employees understand how their performance impacts the achievement of bonus targets



Boost employee productivity and show your employees you value their contributions with spot awards.

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