

Compensation Management



Optima for SAP SuccessFactors Compensation solution is a specialized approach to implementation of the SAP SuccessFactors compensation management module with SAP SuccessFactors Best Practices included. It allows to quickly deploy pre-packaged capabilities and functionality and drives to a Go-Live state fast.

Overview

Enable compensation professionals, business leaders, and managers to align compensation programs with business objectives and features a unique set of capabilities to help you model and manage competitive compensation programs and motivate your workforce.

Employee	Job Title	Job Level	Date of Current Position	Overall Performance Rating	FTE	Salary Type	Local Currency Code	Current Pay Rate	Current Salary	Pay Grade	Units per Year	Salary Range (Min - Max)	Comp. Ratio	Range Penetration	Max Gap
Alison Devlin	Scheduler	Planning	04/13/2010	3 - Meets Expectations	1	MON	GBP	£1,616.00	£21,819.60	GR-04	12	£1,625.00 - £2,609.17	85.81%	19.61%	2.00
Jules Spencer	Planner	Planning	01/01/2004	3 - Meets Expectations	1	MON	GBP	£2,130.00	£25,560.00	GR-04	12	£1,625.00 - £2,609.17	100.81%	51.11%	1.00

Scope

- People Profile Maintenance in SAP SuccessFactors
- Compensation Planning in SAP SuccessFactors
- Preconfigured Plans
- Budget Capabilities
- Reviewal and Approval Workflows
- Calibration

Business Benefits

- Streamlined and simplified compensation management.
- Improved budget accuracy and reduced risk.
- Accelerated implementation and time to value using proven best practices.

Rapid Deployment

We deliver the Optima Compensation Management solution on a fixed implementation timeline of 12 Weeks. You'll receive:

- An initial kick off and Project workshop
- Pre-configured best practice tools and content with flexibility to expand functionality in the future.
- Testing, Training and Post go-live support
- A collaboration platform with all the project resources and knowledge base

Are you ready for
Optima Compensation
Management?

Email us at:
info@talenteam.com for
a demo