

Complex Bonus program, Multipliers and Modifiers

Customer:

Established in 1927, is an international group active in the healthcare sector, operating in a variety of business areas including diagnostic imaging and advanced medical devices. Operating in 90 countries.

Employees: 3,300

Industry: Pharmaceutical

Region: Global

Compass Rewards,

Leveraged modules:

Compensation Tool

Salary & Bonus Planning

Total Rewards Statement

Testimonial:

“Our management is extremely impressed with the tools; the ease of use and reporting capability are top-notch, and we will continue to work with LaserBeam on future projects.”

— **Director of Human Resources**

Challenges

- Battered by two different compensation philosophies
- Managing merit and bonus cycles at different periods in a year
- Complex bonus schemes were governed by EBITA, revenue and many more
- Reward of bonus was based on multipliers
- Generating reports was arduous considering the company’s acquisitions and its expanding employee base

Process Improvements

- An integrated tool to manage bonus and merit increase at different periods in a year
- The built-in robust reporting tool generates total rewards statement for an employee
- Ability to model based on bonus and merit

Benefits Realized

- The compensation tool went live before the delivery date
- Flexibility in supporting merit/bonus cycles
- Memorandum reports could be generated suitably

