

54 COUNTRIES  
ROLLOUT

# Compass & AI

Compass AI engine has capabilities to detect anomalies with employee compensation and performance data. Predict salaries, merit % increases for individual employees & forecast compensation budgets for the organization. Predict manager bias when providing salary increase to employees, helping HR managers normalize salary increases. Predict flight risks and forecast attritions for the organization.



## DATA ANALYTICS

Expertise in capturing, curating, analyzing and visualizing complex HR data set from multiple data sources



## MANAGER BIAS

Performance review and outlier analysis on Employee Manager interactions, rating, increase recommendations and guideline analysis



## ANOMALY DETECTION

Intelligent algorithms to identify erroneous data in the HR space, saves time and effort in data cleansing



## PREDICTIVE ANALYTICS

Analyzing core data for patterns, correlate them for building future budgets and attrition

## Performance Management and Compensation Software enabled with Predictive Analytics



### PREDICTIVE ANALYTICS

Businesses can predict the annual Compensation Budget and Plan for Promotions and Increases



### COMPASS PERFORMANCE

Define business competencies and add goals. Have weekly check in review with managers and track the progress of the goals.



### COMPASS REWARDS

Brings HR, Executives, Managers and Employees on a single platform to Plan, Budget and Rollout Annual Compensation and Performance

## ABOUT LASERBEAM

Highly experienced teams with expertise in delivering compensation software to global customers. Customers range from employee size of 500 to 50,000 web-based solutions over SaaS.

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## HIGH CUSTOMER RETENTION

## AGE STRUCTURE ANALYSIS

**60%** **Annual Increase**  
Of the employee population received more increases, when their age < 35 year.

## PATTERNS & TRENDS PROCESS



### DATA COLLECTION

Operational Data store  
API connectors  
Spreadsheets



### DATA CLEANSING

Data analysis and explaining data points using tools



### TRENDS & PATTERNS

Trends/Patterns identification and interpretation using Machine learning algorithm



### ANALYTICS

Predictive analysis  
Generated as one-time report  
Implemented within the tool



### DATA USED

Employee age  
Budget considered for the employee  
Budget utilized by the managers for the employees



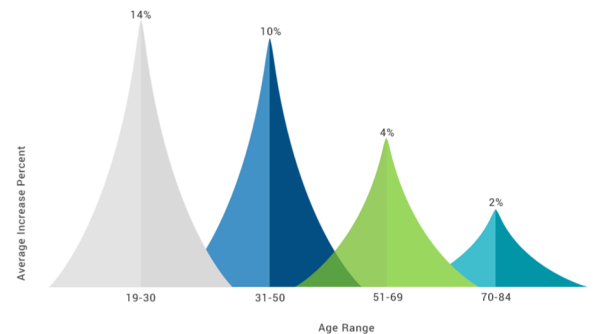
### PATTERN IDENTIFIED

Managers, on an average, have Over-spent their budget for employees whose age averages < 35 years



### BENEFITS

HR can analyze and standardize the performance and benefits given to senior employees



HOW TO MANAGE BIAS IN YOUR ORGANIZATION FOR BETTER DECISIONS

## DISCOVER MANAGER BIASES

Compass helps to identify manager biases using different algorithms



### PERFORMANCE TRACKING

Assigning difficult goals  
Not tracking the performance of the goals  
Not reviewing the goals at correct time