

# Manager Modeling, Merit Matrix and Seniority Pay

## Customer:

Founded in 1945, a world's leading independent manufacturer of precision magnetic steel laminations, with manufacturing operations in five countries and established footprints in strategic locations around the world.

**Industry:** Manufacturing

**Region:** United States

## Compass Rewards,

Leveraged modules:

Compensation  
Performance

## Testimonial:

*"From the beginning LaserBeam sought to fully understand our compensation program down to the very complicated "Seniority Pay" piece. They were personable, always available and most accommodating. We were amazed at how well they understood our process. They are a great company"*

— Human Resources Manager

## Challenges

- Customer had a manual merit planning process prone to errors
- Unique seniority pay management
- Utilized 3 disparate applications to support the annual compensation process
- Required 3 FTE for 2 months dedicated to run the process
- Manual performance forms were distributed to supervisors for review process
- HR team collected these forms to record performance scores and ran merit process based on scores
- Wanted a quick solution to be provided within a month

## Process Improvements

- A single application integrated automated online forms and compensation tool
- Product was configured to support additional pay elements
- One single solution was interfaced with HR and Payroll systems
- Error checking during data load resolved data integrity errors
- Required only 1 FTE for less a month to run the process

## Benefits Realized

- Enabled the team to cut the overall cycle by nearly two months, with less effort in the shortened cycle
- Ability to identify and resolve corrupt data on the spot
- Successful rolled out within a month
- Finally, two of the three members of the comp team was able to retire without a replacement, demonstrably cutting expenses

