

# Multi-country, Multi-cycle Compensation programs and consolidated dashboards

## Customer:

A global product and services company delivering trusted results and transformative Human Capital Management technology. As an industry leader in payroll outsourcing and corporate expense management, its products and services deliver trusted results to more than 140,000 customers in over 52 countries worldwide.

**Employees:** 9,300

**Industry:** HR Software and Services

**Region:** Global

## Compass Rewards,

Leveraged modules:

Compensation Tool

## Testimonial:

*“Working with LaserBeam has been terrific. Our return on investment was almost immediate. The cost of the system was among the lowest we’ve seen, without compromising delivery.”*

— Senior Vice President

## Challenges

- Manual calculation of Effect on Payroll (EoP) budget
- No support for multiple currencies
- Consolidation of spreadsheets was an issue and these were also subject to human error
- Security was compromised in spreadsheets as formulae are editable
- Ability to control compensation cycle during different periods of the year

## Process Improvements

- Centralized management of compensation of employees in various countries
- No more usage of spreadsheets
- Support for EoP budget in addition to merit budget
- Ability for managers to allocate and manage team budget intuitively

## Benefits Realized

- Estimation of EoP budget
- Support for multiple currencies
- Centralized control and visibility of the process enabled the HR team to arrive at a single version of the truth
- No breach of sensitive information

