

Multi-country, Multi-cycle and Single Compensation process

Challenges

Customer:

One of the world's leading manufacturers of medical products. It has helped to save hundreds of thousands of lives over more than half a century. Its products are known and trusted in anesthetic departments, operating theatres and intensive care units throughout the world. Its manufacturing units are concentrated in several countries distributed across time zones, currencies and languages.

Employees: 7,500

Industry: Manufacturing

Region: Global

Compass Rewards,

Leveraged modules:
Compensation Tool

Testimonial:

"The system functioned as desired and rollout on time, thanks to the team for making it happen."

— **Director Global Rewards**

- Compensation management was distributed using spreadsheets
- Personnel who worked at different sites or were scattered in various geographical locations had difficulties in co-coordinating with the HR procedures
- Highly fluctuating values resulted from the use of multiple currencies
- Difficulty in arriving at a standard merit policy

Process Improvements

- No more distribution and consolidation of spreadsheets
- Dynamic support for cycles at different periods of the year across time zones
- Consolidation of global compensation details of employees with support for multi-currencies
- Managing local Government's statutory requirements at a single corporate office

Benefits Realized

- Achieved global compensation visibility
- Ability to visualize data as a single version of the truth
- Eliminated the time and effort needed to analyze reports

