

On Target Earning, Commissions and Multi-currency Compensation

Customer:

A specialist IT services and solution provider that helps clients plan, build, support and manage their IT infrastructures. Positioned at the forefront of networking and communications in 51 countries.

Employees: 15,000

Industry: IT Services

Region: Global

Compass Rewards,

Leveraged modules:

Compensation Tool

Total Rewards Statement

Testimonial:

"We appreciate the quick response and your team's dedication in making a smooth global roll out."

— Compensation & Benefit Analyst

Challenges

- Consolidation of budgets from offices worldwide
- Data inaccuracies arise in spreadsheets and were prone to breach of sensitive information
- Constant exertion in getting approval from several levels of managers in the approval stream
- Need for dynamic organization structure in the review process
- Handling multiple currencies was a challenge
- Commissions for sales executives were calculated using forms

Process Improvements

- Automation of performance approval process
- Centralized management of compensation of employees in various countries with support for multi-currencies
- A single view that provides total compensation details of an employee
- Robust user level security is defined
- Commissions for sales executives are automated using forms similar to the ones used by managers, which eased adoption of the tool

Benefits Realized

- A flexible, centralized and modern compensation system that effectively replaced spread sheets
- Accurate and efficient system for rollups and approvals
- The tool adapts to any dynamic approval structure
- Automation of commission for sales executives
- Generate total rewards statement

