



Industry Case Study

# Automotive

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# Compensation Challenges in the Automotive Industry

Few sectors embody the rapidly evolving workplace like the automotive industry. Most organizations face the challenge of retaining highly skilled workers, with minimizing attrition critical for their success. The sheer size of the workforce and often multiple locations across geographical distances make it essential for organizations to improve their ability to create and foster engaging work environments.

## Trusted by the Automotive Industry



The changing shopping experience of customers means incentive schemes must be adapted to fit with the move towards omni-channel retail, with successful retailers recognizing the value of integrating the physical and digital. To prevent undesired competition between channels, crediting rules have become increasingly sophisticated, putting pressure on organizations who continue to manually integrate data and calculate compensation for their large and multi-channel sales forces.

# The beqom Solution for the Automotive Industry



## **Unified Total Compensation:**

Offering a consistent, single platform for all HR and sales compensation processes.



## **Plan Complexity:**

Design compensation plans specific to each population without compromise.



## **Transparency:**

Your sales force can understand how current performance compares to their personal objectives.



## **Analytics and Reporting:**

Consistent real time reporting, accurate financial accruals, and employee compensation statements.



## **Regulatory Compliance:**

beqom meets a broad set of international and industry specific regulatory standards.

beqom can help you to maintain higher control, traceability, and transparency over the whole incentive process, with a clear communication with dealers resulting in increased motivation. As dealers can be directly involved in the goal management process, they understand exactly what is expected of them and how their performance will be measured.

With our Total Compensation Management solution, automotive companies can manage salary review, bonus, and long term incentives, all within one integrated platform, ensuring that compensation processes are transparent and compliant with regulatory guidelines. The ownership of the beqom solution is in the hands of the business users, enabling the automotive industry to simplify and administer complex compensation processes with flexibility and agility.

See how one of the world's leading automotive companies takes advantage of beqom to provide transparent compensation processes and link individuals more closely with organizational strategy:

## Managing Base Comp and Commissions on a Unified Platform

A large, diversified automotive company in the US looked to find a single compensation solution that could handle both base compensation and complex commissioning for its employees and dealers. It already had a sales compensation tool and inhouse compensation solution but was frustrated by the costs to maintain, due to the ongoing customization and spending required to keep up with the changes.

It looked at reducing risk, obtaining greater compliance through the enhanced security and transparency of the system—whilst relying less on the few in-house IT staff who knew the current system. The self-sufficiency that the beqom solution afforded led not only to operational efficiency but improved visibility with more accurate accruals and forecasts.

From a strategic standpoint, the unified platform offered the ultimate ability to align total compensation to business goals, link pay to performance, as well as have a comprehensive view of compensation data to enable better decision making.



*“The main benefit of beqom is that we can manage the different aspects of compensation with one unique solution. In this way, we can both simplify our internal processes and ease communication with employees”*

— Xavier Groues, Shared Services Manager at Faurecia

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