



Industry Case Study

Energy and Resources

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Compensation Challenges in the Energy and Resources Industry

Over the past few years, energy and resources companies have had to shift their priorities to adjust to economic and geopolitical events directly impacting the industry. Unpredictable global price swings that seesaw revenues have led to cost-cutting across all departments, putting pressure on their ability to compensate and retain their workforce.

Trusted by the Energy and Resources Industry



The workforce of these companies is a significant contributor to both costs and company performance. As the market starts to normalize, HR departments have realized the importance of upgrading their compensation processes, investing in initiatives and technologies that can provide the data required—how they are paying their employees, what characteristics are best related to high performance or retention—to continually align their compensation strategy.

See how some of the world's leading energy and resources companies take advantage of beqom to provide transparent compensation processes and link employees more closely with organizational strategy:

HR Takes Control of Total Compensation

One of the world's major oil and gas companies was faced with hurdles from spreadsheet-based and in-house compensation systems. They were looking for a solution to effectively manage all of their compensation processes.



Align individual goals with your company direction

They required a robust system that could manage numerous bonus plans and still serve as an intuitive tool for their managers for both the bonus process and salary reviews. But robust wasn't the only criteria—the solution had to meet highly unique requirements and, most importantly, be highly adaptable.

After evaluating several compensation systems, they selected beqom for its unified approach to compensation management. Today, the organization has automated all compensation processes including simulation of staff cost, the salary review process and bonus management. Their compensation and benefits team now has full control of all compensation processes, including the ability to create, simulate and run bonus plans without assistance.

Adapting Sales Incentives to Fuel Growth

When experiencing a growth in sales agents and contracts, an electricity and gas organization needed a flexible approach for its commission plan. To stay competitive in the market it was essential for it to upgrade its incentive compensation processes.

beqom's Sales Performance Management solution proactively helps streamline the system and tune performance to address both growing data volumes and the high turnover of sales agents. The company now maintains competitiveness through the ability to quickly adapt commission plans to changing objectives and the competitive landscape.



“The choice of beqom comes after a deep evaluation of the various market solutions. We wanted a solution capable of supporting Total in transforming its HRIS to become truly global.”

— Dominic Pardo, President of Administration and System Management Office at Total

The beqom Solution for the Energy and Resources Industry



Unified Total Compensation:

Unite and integrate disparate compensation processes. This can lead to workforce efficiencies and overall cost savings.



Regulatory Compliance:

Our secure cloud platform meets a broad set of international and industry specific regulatory standards.



Auditability:

beqom covers all compensation processes, enabling you to follow a full audit trail from start to finish.



Analytics and Reporting:

beqom provides consistent reporting, accurate financial accruals, and global compensation statements.



Rule-Based Engine:

Calculate and simulate across all compensation processes, including budgeting, forecasting, and accruals.

beqom can help you to adapt, and take on a more long-term performance-oriented approach to compensation management. Our cloud-based solution allows you to unify and integrate disparate compensation strategies that can lead to workforce efficiencies and overall cost savings while still adapting quickly when things do change.

You will gain an understanding of your workforce, with the necessary data to paint a clear picture on how competitively you are paying your employees, what characteristics are best related to high performance or high retention, and whether or not you are paying fairly across genders.



Jérôme Turin, beqom Head of Product Marketing and Innovation

Happiness is the best driver for success

Our mission is to make the workforce of our customers happy. beqom drives happiness by allowing business managers to lead, align, and motivate employees and partners. The beqom Total Compensation solution is used globally across all industry sectors by more than 100 large companies such as PepsiCo and Deutsche Post DHL. It addresses all performance and compensation aspects such as salary review, bonus, long-term incentives, commissions, benefits, non-cash rewards, and all key drivers towards employee performance and sales performance.

HR, sales, and finance departments leverage our platform to drive performance, retention, cost optimization and... happiness among their people.

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