



# The Missing Piece in HRIS Software: Compensation Management

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Most companies are still using HR software to manage their talent and HR processes. But many are finding that the HRIS software suites alone are not adequate to manage one critical area: compensation.

**Support for compensation management is limited.** Most HR suites include a compensation module, but compensation is an afterthought, not a focus for investment or development. In fact, some are winding down support for compensation altogether. Likewise, the ERP systems of the mega-vendors with HR/HCM solutions are limited and difficult to maintain.

**Yet compensation is a key business driver.** This gap leaves many companies in a bind: compensation is strategic to their business, but they are forced to compromise with solutions that are inefficient and incapable of managing compensation programs as needed to support their strategies for attracting, retaining, and aligning their talent.

**Leading organizations aren't willing to compromise on compensation strategy.** This is why many companies have turned to beqom, a best-in-class total rewards solution that works alongside common HR suites and ERP/HCM systems to provide the compensation management capabilities you need.

## beqom completes your compensation management requirements

Criteria	What your business requires	ERP	HR Suites	beqom
<b>Flexible and agile</b>	<ul style="list-style-type: none"> <li>Ownership by business users, allowing rapid adaptation, without the cost and delays of IT or outside consulting.</li> <li>Flexibility to embrace the requirements and complexity of your compensation plans.</li> <li>Central control but accommodating local variations and one-offs.</li> </ul>			
<b>Compliant</b>	<ul style="list-style-type: none"> <li>Full transparency and auditability for global compliance.</li> <li>Architecture to meet internal and external audit requirements, security and data residency requirements.</li> </ul>			
<b>Scalable</b>	<ul style="list-style-type: none"> <li>Customizable SaaS data model which doesn't force your requirements to fit into a box.</li> <li>Proven scalability to 10's of thousands of employees, massive data volumes, no limit to the number of plans, populations, hierarchies, or business rule complexity.</li> </ul>			
<b>Fully configurable</b>	<ul style="list-style-type: none"> <li>Configuration, not customization - rapid deployment.</li> <li>No compromise on needed functionality.</li> <li>No surprises in implementation.</li> </ul>			
<b>Comprehensive reporting</b>	<ul style="list-style-type: none"> <li>Easy report creation, and reports that dynamically update as changes made to plans, models, hierarchies, etc.</li> <li>User ability to create and share ad hoc reports on the fly.</li> <li>Cloud-based &amp; mobile dashboards, with visualization tools, KPI analysis, export to Excel, platform agnostic.</li> <li>Packaged analytics &amp; templates for benchmarking.</li> </ul>			
<b>Cost effective</b>	<ul style="list-style-type: none"> <li>Multi-tenant cloud solution that eliminates costly upgrades.</li> <li>Fixed infrastructure costs, defined upfront, scaled to support peak times.</li> <li>Business user ownership that ensures ability to maintain without consulting or IT support.</li> </ul>			
<b>Integrated and complete</b>	<ul style="list-style-type: none"> <li>One unified total rewards application to handle all types of compensation.</li> <li>Focus on best-in-class compensation management, rather than comp as an after-thought, add-on module.</li> </ul>			

# beqom does what HR software suites can't: manage compensation without compromise

beqom's robust compensation management functionality means that you can manage compensation your way, without compromise.

Capability	What you need	HR Suites	beqom
<b>LTI/Stock awards (and deferred instruments)</b>	Track and report on multiple plans/instruments and vesting schedules over time with adjustments and accruals	✗	✓
<b>Bonus/merit pools allocation</b>	Fund, manage and adjust bonus pools throughout the year, in multiple currencies	✗	✓
<b>Clawbacks</b>	Recover allocated rewards, based on performance and regulatory requirements	✗	✓
<b>Carried interest</b>	Calculate and allocate performance-based fees depending on the type of fund and return on capital	✗	✓
<b>Proration</b>	Prorate bonuses based on mobility, change of plans, change of FTE% or onboarding, including managing exceptions	✗	✓
<b>Multi-currencies management</b>	Handle multiple currencies per instrument, underlying currencies or multiple currencies per org structure	✗	✓
<b>Multi-hierarchies management</b>	Handle matrix hierarchies for approvals, able to create and manage org structures separate from standard HR hierarchy	✗	✓
<b>Multi-scenario simulation</b>	Simulate across all compensation instruments, for budgeting, forecasting and accruals calculations, online and in real time	✗	✓
<b>Exception management</b>	Make off-cycle adjustments, management adjustments, executive compensation (secure with audit trail)	✗	✓

## beqom works easily alongside your HR suite

beqom is designed to work easily alongside any HR, HCM, or ERP solution. beqom's integration toolkit ensures that beqom works smoothly and interactively with systems like Workday, SAP Successfactors, Oracle Fusion, PeopleSoft, PeopleFluent, Ultipro, and others.

## Manage compensation without compromise

If you don't want to compromise on compensation strategy so that you can attract talent, motivate your workforce, and drive optimum performance, you need beqom. Discover why companies like Microsoft, Vodafone, and PepsiCo have chosen beqom as their global compensation management solution. Speak to one of our total compensation experts today:

[www.beqom.com/contact-us](http://www.beqom.com/contact-us)



Claudio Carnovali, beqom Product Manager

## 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 over 100 large companies such as Microsoft and Vodafone. 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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