



Industry Case Study

# Manufacturing and Retail

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# Compensation Challenges in Manufacturing and Retail

The workplace of today's manufacturing and retail industry is evolving at an unprecedented rate. Most manufacturing 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 Manufacturers and Retailers



The changing competitive landscape is putting intense pressure on companies whose business models are designed around traditional retail sales. The impact of omni-channel strategies on talent acquisition, recruitment, and pay means that sales and HR processes need to be upgraded to meet the changing consumer shopping experience.

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

## Gaining Control over Worldwide HR & Sales Comp

As a global leader in the capital goods sector started to rapidly grow, they faced technology and process challenges in how they rewarded their sales teams. Inconsistencies and delays led to workforce satisfaction issues. Control problems then arose as management responded by trying to address complaints with individual patches.

What this organization needed was a single, integrated compensation solution to process bonus, salary and sales performance while also addressing their needs for alignment, transparency and traceability.

Using beqom this organization has gained tighter control and governance over their HR and sales processes worldwide. As a result, they now provide their employees with a clear picture of the link between performance and compensation, while ensuring fairness, transparency, and compliance.



# Omni-Channel Digital Transformation

A consumer goods organization was going through a highly rapid digitalization across all levels of the business, with an omni-channel transformation initiative to meet its customers increasing demand for customized, fast, and widely spread products.

Compensation was proving to be a pain point, and the business group realized the need for an agile cloud-based solution, with the ability to run simulations whenever required to monitor and revise the incentive strategy during sales execution.



Using beqom they have improved efficiency and reduced costs spent on process administration, while also providing a clearer picture of total rewards for their employees. A key challenge and driver for selecting beqom was their ability to provide a flexible platform to meet the organization's requirements for full commission calculations for their key dealers.

*“beqom is a solution that will help us to move to the front lines of where compensation is going, providing us with flexibility, agility and the ability for HR to control our own destiny.”*

— David Crump, Senior Manager of Compensation and Data Analytics at Murphy USA

# The beqom Solution for the Manufacturing and Retail Industry



## **Plan Complexity:**

Our platform helps you design compensation plans specific to each unique population covered.



## **Unified Total Compensation:**

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



## **Auditability:**

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



## **Analytics and Reporting:**

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



## **Rule-Based Engine:**

beqom's AI-driven rules engine offers the ability to calculate and simulate on all current and forecasted compensation data.

beqom can help you to maintain higher control, traceability, and transparency over the whole incentive process. Our cloud-based solution gives you the power to manage complex earnings and payments rules throughout the distribution network. Flexibility in data aggregation, multiple hierarchies, and the ability to simplify and accelerate an actual alignment between the business strategy and day-to-day execution, will enable you to keep pace in this evolving marketplace.



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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