



Industry Case Study

Technology and Business Services

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Compensation Challenges in the Technology and Business Services Industries


The technology and business services industries are rapidly evolving. To attract, motivate, and retain the best individuals, companies should invest in processes and technologies that can continually align their compensation strategy. Technology employees are generally higher-paid, but when it is not economically viable to make sweeping pay and bonus increases, it becomes essential to have employee buy-in in the perception of fair pay. For business services to remain competitive in the changing landscape, they are forced to adapt and search for new revenue streams, selling an ever-growing suite of services to customers.

Trusted by the Technology and Business Services Industries



The world's leading companies operate in hundreds of countries, with teams spread across multiple locations. As a result, they require local flexibility to meet the different regulations and standards that are unique to each location, while calculating and reporting from a global standpoint.


Creating sales incentive plans that cover the entire business, across a portfolio of products is an enormous undertaking. Intense competition means that compensation solutions have to be agile, able to quickly adapt to the market and the rapid pace of innovation.





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

Randstad—Competing for Talent Using Flexible Compensation Plans

Growth, diversification and the rising complexity of Randstad's businesses demanded more flexibility, creativity and transparency in their compensation and benefits strategy. They needed to attract talent in an increasingly competitive labor market. A "one-size-fits-all" compensation model would not suffice. They needed a platform that would be easy to use and administer, fast to change, yet flexible enough to handle complex compensation models, matrixed hierarchy structures, and special cases.



**With beqom,
Randstad can attract
talent and drive
business results.**



Randstad selected beqom to manage their KPI-driven bonus processes, such as quarterly and annual team and individual bonus plans. Using beqom, Randstad automated a complex process, saving time, enforcing consistent rules, and increasing accuracy, while providing transparency and employee self-service.



"beqom's Total Compensation solution provides the flexibility and agility while meeting the critical elements of compliance and control, that Capgemini requires for our varied worldwide compensation management environment."

— Kris Bezzant, EVP Group Compensation and Benefits at Capgemini




Capgemini—Choosing beqom to Manage its Worldwide Compensation




Capgemini, a global leader in consulting, technology services and digital transformation needed a single, sustainable, and secure cloud-based solution to cover the full scope of its compensation management needs when embarking on its own HR transformation project.

beqom's Total Compensation solution helps with simulation and budget modeling, with compensation reviews, and with the administration and management of bonus and LTI processes. In addition to meeting the compensation challenges of today, beqom provides the flexibility to ensure Capgemini will be able handle its future compensation management needs.




Pages Jaunes—Rethinking Sales Compensation to Meet the New Demands of the Business

Pages Jaunes began a salesforce transformation as its business model transitioned from paper to digital. They had three clear goals:

1. Cost control, owing to automation and full visibility
 2. Flexibility, to allow plans to include many objectives, rules, and KPIs, and support compensation mechanisms such as a carry-forward process
 3. Adaptability, to enable quick and easy modification of plans on the fly
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This digital transformation has seen some positive side effects: improved sales motivation through better communication, transparency, and the representative's simulation capability. It has led to reduced frustration and turnover, resulting in deeper engagement of the managers.



The beqom Solution for the Technology and Business Services Industries



Unified Total Compensation:

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



Regulatory Compliance:

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



Scalability:

beqom is designed for the modern enterprise and can scale to support the compensation needs of even the largest organizations.



Flexibility:

beqom is agile, enabling you to react to changes in the market and business requirements, and adapt your incentives to gain an edge over your competition.



Rule-Based Engine:

Manage the complex earnings and payment rules, including territory and quota management, sales crediting, and commission processing.

beqom can provide you with a unique advantage, displaying the data needed to meet the sophisticated compensation challenges faced by the technology and business services industries. Establishing your company on a unified compensation platform enables sales, HR, and other departments to simulate, manage, process, and collaborate on all compensation.



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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