cegid

Incentivize and reward employees to achieve optimal business results.

Align compensation reviews with people performance.

Compensation decisions directly impact the success of your talent management strategy. The Compensation module equips HR and managers with the ability to simulate and visualize sophisticated compensation scenarios, so they can reward and engage their team based on individual or group performance. The solution is highly flexible for managing global talent budgets in multiple currencies and seamlessly integrates with the Cegid Performance module to bring comprehensive visibility to your compensation planning processes.

Product Highlights

› Simulate salary revisions to measure their impact on organizational budgets
› Manage budget envelopes for different organizational sectors
› Manage individual salary review periods, including identifying eligible employees and participants, defining dates, and configuring reminders

› Provide managers with the means to validate suggested salary increases
› Eliminate multiple employee and org structure Excel spreadsheets which are often outdated and can lead to errors

Clear compensation processes foster employee engagement.

Simplify Compensation Planning

The Cegid Compensation Module interacts with the Performance platform so you can simplify compensation planning and align your talent strategy with the organization's business objectives. It allows managers and HR to generate compensation simulations for groups of employees, based on performance ratings and budgets. Salary reviews and individual and group bonuses can be defined and assessed based on job categories, performance objectives as well as general organizational priorities.

Improve Your Compensation Practices

Organizations that want to improve their compensation practices to foster employee engagement and motivation can benefit by automating them through consistency and transparency. Employees who have a clear understanding of the compensation process are substantially more satisfied with their compensation outcomes. Subsequently, companies that hold managers accountable for pay decisions must arm them with sophisticated information so they can leverage all of the appropriate pay, performance and business planning data available for better business alignment.
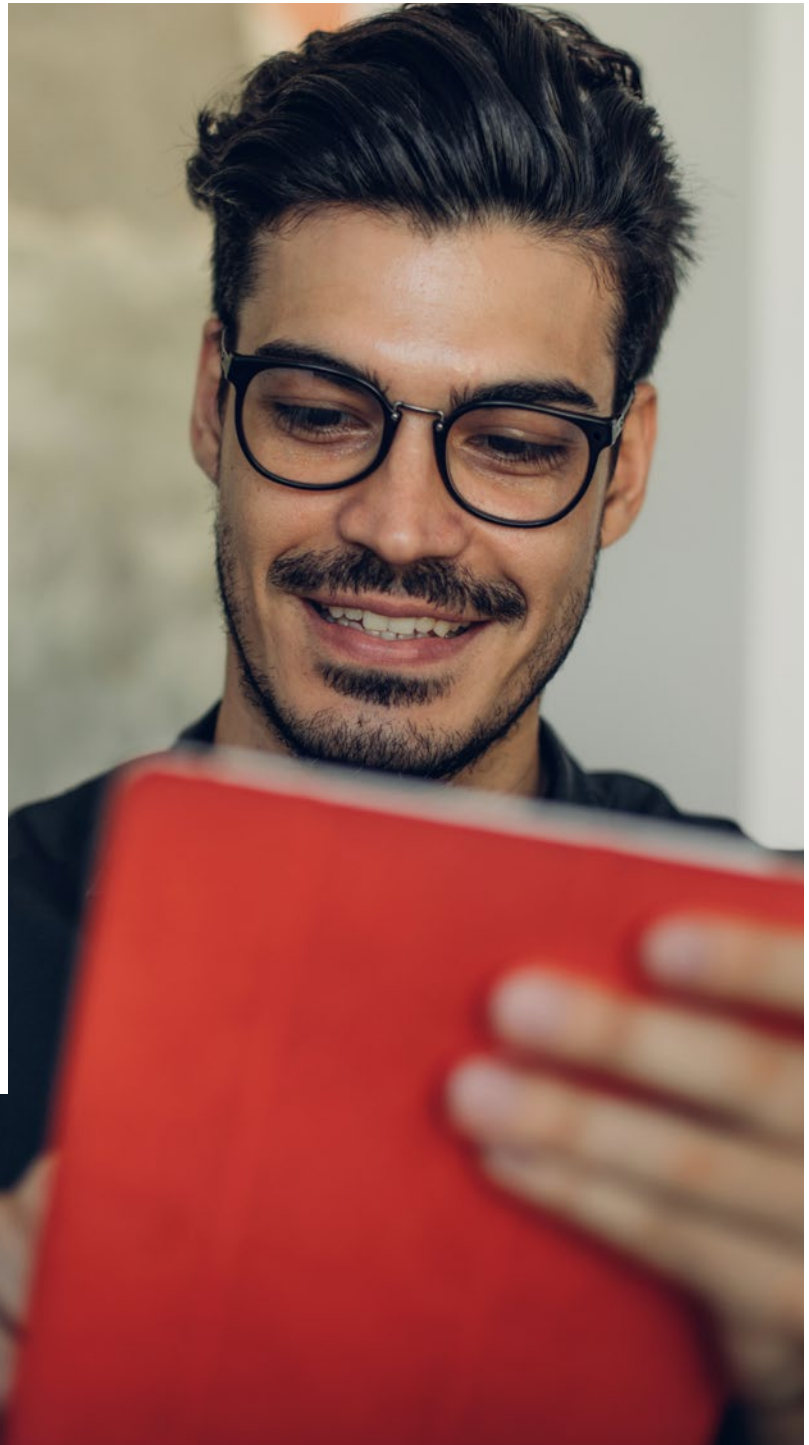
Features

Native Integration with Performance
Use performance ratings to drive compensation decisions and establish consistency across the organization. Performance assessment results are seamlessly integrated with the Compensation module.

Budget Balancing Tools
Easily manage the compensation review process and allow it to balance with the target budget. Create budget allocations based on salary amounts and hierarchical structures.

Support Complex Budget Allocations
Effortlessly divide budget allocations into various envelopes which can be delegated in total or in part by cascading to subsidiary managers. Managers can also decide to maintain some allocation in their envelopes for adjustments during the year (the reserve).

Support Multiple Compensation Models and Currencies
Easily track statutory or contractually-mandatory increases; salary progression and lump sum adjustments; bonuses; long-term incentives such as stock options; and other cash incentives—and in multiple currencies.

Configurable Workflows
Create common and rigorous workflows, with control points, deadlines, tracking and consolidation mechanisms.

Robust Tracking
Seamlessly track, record and validate all budgetary and allocation decisions in one centralized system.

Centralized Data Management
Always have the most current organizational structures and salary information history at your fingertips. No more outdated spreadsheets and legacy systems.

User-friendly Interface
Managers can track budgetary distributions (both fixed and variable) and apply salary increases on one screen, as well as refuse, revise or validate employee compensation increases in order to advance them in the workflow.

Customize Access Privileges
Set permissions by employee, by manager and by HR involvement. You determine who has access to what information.

Talent Acquisition   Learning & Development   Performance Management   Compensation Management   Career & Succession Planning   Core HR

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