



Compensation

Employee compensation is the largest expense for most companies, yet compensation planning that relies on e-mail and spreadsheets is error-prone, unsecure, and unproductive. Most compensation solutions lack the deep integration with talent management and payroll systems needed to provide the data to compensation administrators and line managers so they can determine who is truly high-performing and reward them appropriately.

SuccessFactors has been rated the top “Hot” vendor by Ventana Research’s Total Compensation Management Value Index 2014, a distinction it has received for the second time in a row. SuccessFactors Compensation is part of the SuccessFactors talent management solution, which was named is “a leader” in the 2014 Gartner Magic Quadrant for Talent Management Suites.

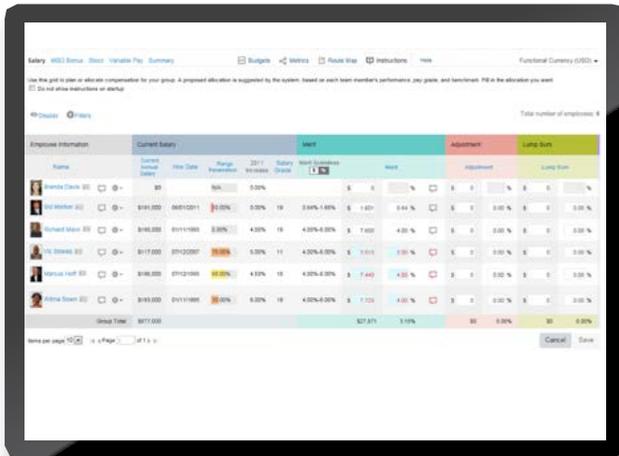
- Ability to integrate benefits or health data and provide a total compensation statement to employees
- Robust validation checks and workflow and approval rules to detect and correct discrepancies
- Simplified communication within the company and keeps the compensation process on schedule

SuccessFactors Compensation helps business leaders, compensation managers, and HR professionals dramatically improve budget accuracy, reduce risk, and tie their greatest expense - employee pay - to actual business results.

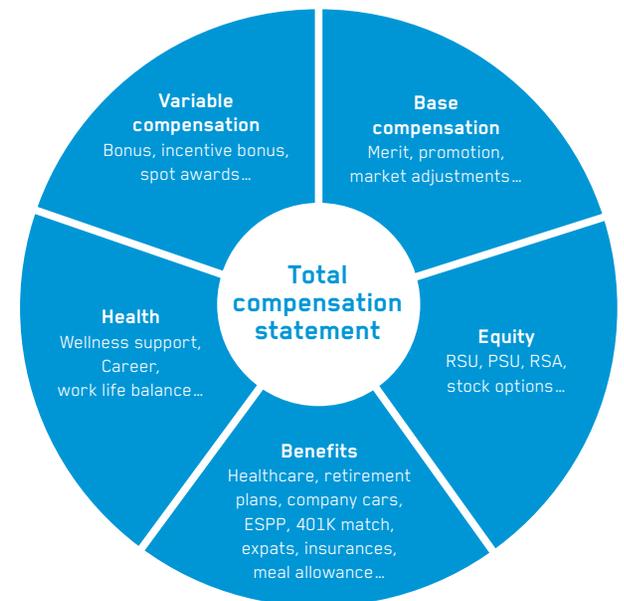
Unlike personal productivity tools like Excel, or other solutions that simply reinterpret Excel spreadsheets, SuccessFactors Compensation streamlines and simplifies compensation planning, provides visibility and insight for total compensation management, and uniquely enables a pay-for-performance culture.

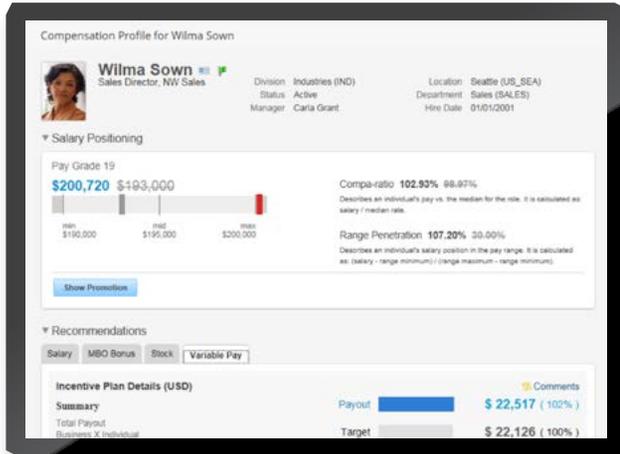
The most comprehensive compensation management suite on the market

- Support for multiple compensation components, including salary, bonus, and equity awards



SuccessFactors Compensation provides intuitive planning and instant insight into key compensation and performance metrics.





Get instant insight into employee data and build robust variable-pay programs.

About SuccessFactors, an SAP Company

SuccessFactors is the leading provider of cloud-based HCM software, which delivers business results through solutions that are complete, beautiful, and flexible enough to start anywhere and go everywhere. SuccessFactors' customers represent organizations of all sizes across a wide range of industries. With more than 20 million subscribers globally, we strive to delight our customers by delivering innovative solutions, content and analytics, process expertise, and best practices insights from across our broad and diverse customer base. SuccessFactors solutions are supported by a global partner ecosystem and the experience and commitment of SAP.



Ensure fairness, engagement and retention with calibration

- Align and provide a clear linkage between employee performance and employee compensation.
- Help ensure objective, fact-based decisions around performance and compensation by removing manual calibration processes.
- View ratings and pay distributions in bin and grid views and visually compare employee data.
- Use easy-to-read graphs, views, and filters to make sense of calibration goals and overall status.

Assure that budgets are used wisely, are compliant and audit-ready

- Flexible budget modeling with support for cascading and global merit planning
- Auto-calculated increases incorporate multiple elements like performance rating, job level, pay grade, compa-ratio, and company guidelines
- Help reduce risk with greater legal and audit compliance
- Data for audits is automatically captured and stored.
- Pre-built reports for discrimination and legal compliance

Solve the "global versus local" challenge

- For global companies with local HR teams, attracting and retaining top talent is a challenge. This is best managed locally, with central guidance and oversight.
- SuccessFactors Compensation's decentralized administration allows local HR teams to set up and administer compensation programs independently.
- Programs are designed to optimize for local market goals and objectives.
- Tailored to the needs of specific country, region, or a business unit

Get visibility and insight for total compensation analysis

- Gain comprehensive insight with Total Rewards statements.
- Track financial and business goals and compare target metrics to actual results to determine payouts (using step scale models or linear interpolation).
- Forecast business and fiscal results to model different bonus payouts.
- Provide easy-to-understand reports of bonus calculations for managers and employees.
- Compensation, training, and employee data can be combined with additional business data for more comprehensive compensation visibility and insight.

Leverage the power of a complete performance management suite

- As an integrated part of the SuccessFactors HCM suite, SuccessFactors Compensation's forms can be provided in 37 languages.
- Complements SuccessFactors Performance & Goals and Succession & Development.
- Native integration with SuccessFactors Employee Central and SAP ERP HR core HR systems

cloudinfo@successfactors.com | Toll Free: 800 845-0395 | www.successfactors.com

SuccessFactors, an SAP company, retains the right to change its service and this brochure at any time in its sole discretion. Accordingly, the SuccessFactors service may, subject to the terms of a customer's agreement, change in design and/or functionality over the applicable subscription term. © 2014 SuccessFactors, Inc. All rights reserved.

