

SAP SuccessFactors Compensation

With global competition for talent increasing, and with today's business environment changing rapidly, an organization's ability to attract and retain talent has become critical. To attract, motivate, and retain a highly skilled, diverse, and global workforce when budget resources are scarce, organizations need to take a more strategic approach to compensation planning and management. When integrated with the broader talent management strategy, compensation can engage employees, ignite better performance, improve execution, and ensure retention of top talent.



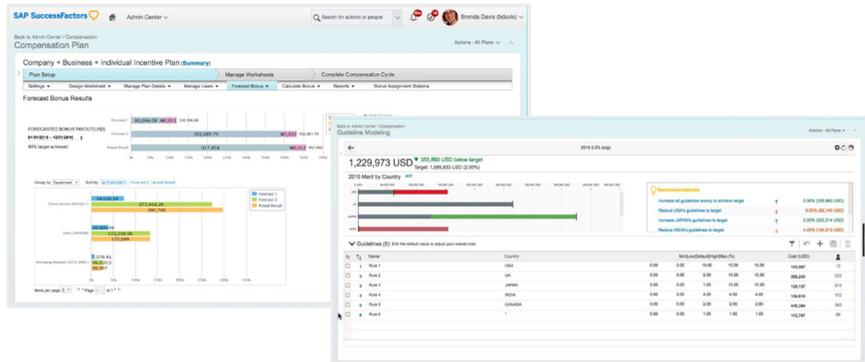
SAP Product Brochure

The SAP® SuccessFactors® Compensation solution transforms workforce compensation into a key component of your overall talent strategy. This strategic compensation management solution enables compensation professionals, business leaders, and managers to align compensation programs with business objectives.

Unlike personal productivity tools or other solutions that simply automate and streamline compensation planning, SAP SuccessFactors Compensation features a unique set of capabilities to help you model and manage competitive compensation programs and motivate your workforce. These capabilities are outlined below.

Align compensation programs with your organization's objectives to improve business results:

- Forecast and model base, bonus, and long-term incentive plan designs to find the optimal balance between business strategy, competitive pay, and affordability



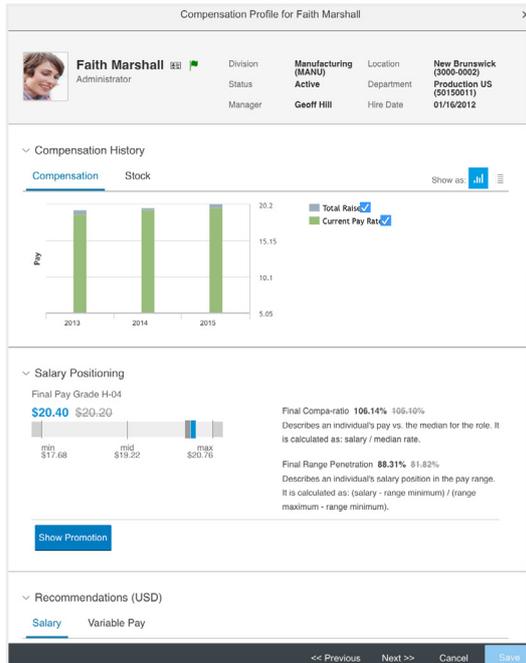
- Allocate budgets in ways that support strategic goals and differentiate parts of the organization and employee performance levels
- Adapt compensation programs based on evolving business needs and strategic goals

Improve planning and budgeting accuracy with base, bonus and long-term incentive modeling and forecasting.

SAP Product Brochure

Effectively manage global compensation budgets with precision:

- Drive consistent execution of compensation strategies across the organization with central oversight and guidance, and with the flexibility to optimize compensation programs for local markets
- Customize rewards packages that incentivize employees with bonus programs based on business, team, and individual performance goals
- Reduce risk with configurable workflows, approval rules, validation checks, and reports that increase process efficiency, improve budget accuracy, and help ensure compliance
- Gain visibility into budget utilization across your organization with roll-up reporting, and improve decision making with access to compensation metrics and relevant employee data
- Tie employee performance with rewards and use calibration to help ensure fair, objective compensation decisions that align performance-goal achievement with bonus payouts to instill a true pay-for-performance culture

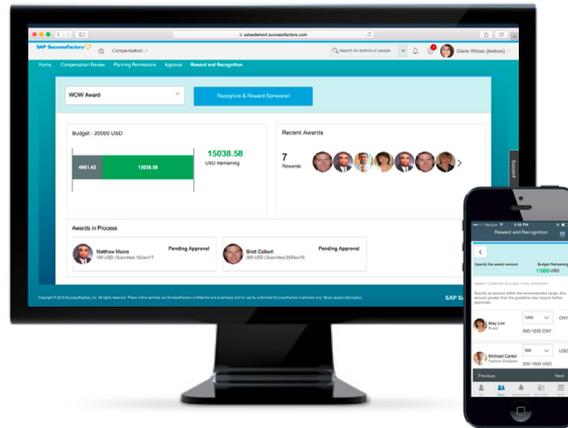


Intuitive planning provides instant insight into key compensation metrics and relevant employee details.

SAP Product Brochure

Reward employees for their contributions and motivate them to perform at their best:

- Communicate the full value of rewards packages to employees with configurable personal compensation statements
- Inform employees of bonus plan eligibility and potential bonus plan payouts awarded for meeting specific targets
- Use rewards and recognition to keep employees motivated throughout the year by recognizing their achievements and outstanding contributions when they occur
- Make goal attainment part of continuous performance management conversations with the SAP SuccessFactors Performance & Goals solution, so employees understand how their performance impacts the achievement of bonus targets



Rewards and Recognition boosts employee productivity and show your employees you value their contributions.

© 2017 SAP SE or an SAP affiliate company. All rights reserved.

No part of this publication may be reproduced or transmitted in any form or for any purpose without the express permission of SAP SE or an SAP affiliate company.

The information contained herein may be changed without prior notice. Some software products marketed by SAP SE and its distributors contain proprietary software components of other software vendors. National product specifications may vary.

These materials are provided by SAP SE or an SAP affiliate company for informational purposes only, without representation or warranty of any kind, and SAP or its affiliated companies shall not be liable for errors or omissions with respect to the materials. The only warranties for SAP or SAP affiliate company products and services are those that are set forth in the express warranty statements accompanying such products and services, if any. Nothing herein should be construed as constituting an additional warranty.

In particular, SAP SE or its affiliated companies have no obligation to pursue any course of business outlined in this document or any related presentation, or to develop or release any functionality mentioned therein. This document, or any related presentation, and SAP SE's or its affiliated companies' strategy and possible future developments, products, and/or platform directions and functionality are all subject to change and may be changed by SAP SE or its affiliated companies at any time for any reason without notice. The information in this document is not a commitment, promise, or legal obligation to deliver any material, code, or functionality. All forward-looking statements are subject to various risks and uncertainties that could cause actual results to differ materially from expectations. Readers are cautioned not to place undue reliance on these forward-looking statements, and they should not be relied upon in making purchasing decisions.

SAP and other SAP products and services mentioned herein as well as their respective logos are trademarks or registered trademarks of SAP SE (or an SAP affiliate company) in Germany and other countries. All other product and service names mentioned are the trademarks of their respective companies.

See <http://www.sap.com/corporate-en/legal/copyright/index.epx> for additional trademark information and notices.