

SuccessFactors Compensation

Transparent and comprehensible remuneration policy



Time for compensation management that works for everyone: With SAP SuccessFactors compensation, you reward your employees according to their performance, facilitate bonus payments and motivate each individual to peak performance. Good reasons for your top talent to stay with the company in the long term. You also keep within compensation budgets and the respective compliance guidelines at all times. Automated processes keep possible sources of error to a minimum.

Highlights

- 100 % cloud-based technology
- Individual compensation processes
- Mobile solution
- Employee self-service
- Controlling via a dashboard

Fair pay

With performance-oriented compensation, you encourage your employees to give their best. An intuitive user interface allows you to easily and precisely manage the basic pay and the variable pay elements. With performance-based comparisons across the entire organization, you make the compensation process fair and transparent – and increase employee loyalty. Combine metrics, dashboards, and HR reports with other business data to create a precise overall analysis of all employees' salaries.

Keep an eye on the budget

Automated monitoring ensures that salary payments are within budgets. With built-in reports, you can reliably meet all compliance guidelines. Manage data efficiently and securely: All compensation data is automatically stored in a central location. You save time, reduce the risk of errors and increase data security.

| Mitarbeiterinformation | Aktuelle Mitarbeiterinformation | Aktuelle Gehaltsinformationen | Neue Gehaltsinformationen | | | | Neue Position im Gehaltsband | Neue Compa-Ratio | |
|------------------------|---------------------------------|-------------------------------|---------------------------|------------------------|-----------------------|-----------------------|------------------------------|------------------------------|------------------|
| Kennzeichen | Mitarbeiter | Personnummer | Jahresscale 100% | Neues Jahresscale 100% | Neues Jahresscale FTE | Neues Monatscale 100% | Neues Monatscale FTE | Neue Position im Gehaltsband | Neue Compa-Ratio |
| | Stephan Bodenmann | 10010 | CHF121.062,50 | CHF121.062,50 | CHF9.312,50 | CHF9.312,50 | | 136,00% | 127,43% |
| | Alexandra Heidegger | 10012 | CHF86.025,00 | CHF87.416,88 | CHF69.933,50 | CHF6.724,38 | CHF5.375,50 | 74,92% | 109,27% |
| | Michèle Indenbich | 10011 | CHF68.250,00 | CHF68.250,00 | CHF68.250,00 | CHF8.250,00 | CHF8.250,00 | 60,83% | 105,00% |
| | René Schärer | 10009 | CHF101.111,11 | CHF102.122,22 | CHF91.910,00 | CHF7.855,56 | CHF7.070,00 | 73,74% | 107,50% |
| | Michael Walther | 10008 | CHF74.750,00 | CHF74.750,00 | CHF74.750,00 | CHF5.750,00 | CHF5.750,00 | 32,50% | 93,44% |
| Gruppen-Gesamtgehalt: | | | CHF451.206,61 | CHF453.601,60 | CHF425.966,00 | CHF34.602,44 | CHF32.702,00 | | |