

Workforce Dimensions

Compensation Management

Automate Compensation Planning for Improved Visibility and Governance

Still trying to manage compensation planning across business units and cost centers using cumbersome spreadsheets and manual approval processes? Spending valuable time and resources emailing worksheets back and forth and making sure the approved compensation data gets back into your HR system? This approach is not only tedious and time-consuming, but it also leaves too much room for error. Fortunately, compensation management doesn't have to be so hard.

Workforce Dimensions™ Compensation Management, an add-on module to Workforce Dimensions HR, automates and streamlines the entire compensation management process — from defining programs and guidelines to budgeting and modeling to routing proposals for approval. Seamless integration with Workforce Dimensions HR significantly reduces error-prone data entry, provides ready access to employee profiles and performance history, and helps improve data consistency. With Workforce Dimensions Compensation Management, you have robust decision-making tools at your fingertips and better visibility into all phases of the compensation planning process. The results? Reduced administrative burdens. Improved corporate governance. More equitable distribution of rewards. And greater control over your compensation spend.

Set up compensation cycles in a snap

Workforce Dimensions Compensation Management enables you to set up compensation cycles with remarkable speed and ease. Simply define the program type, enter the start and end dates, assign a cycle manager, and specify the employee type to be included, such as hourly, salaried, seasonal, or executive. The application supports annual, nonannual, cycle-based, and off-cycle merit- and promotion-based salary increases. For optimal flexibility, you can even define program eligibility and manage plans that cross multiple business units.

Looking to factor employee performance into the compensation planning process? The built-in Merit Matrix tool makes it simple to award pay increases based on the correlation between an employee's performance rating and pay grade. So you can effectively tie compensation to individual accomplishments and contributions to support pay-for-performance.

What's more, individual employee information — including status, pay grade, location, and shift — is visible throughout the process, so you know you're working with current, accurate data.

Define budgets for each compensation cycle

Workforce Dimensions Compensation Management lets you define the budget for each compensation cycle using an intuitive, spreadsheet-like interface. The application supports both top-down and bottom-up budgeting processes — with appropriate approval workflows — and your choice of salary structure. Optional access to PayScale-powered salary reports from within the Workforce Dimensions interface lets you use up-to-date compensation data and research to guide budget decisions.



Key Benefits

- » **STREAMLINE** compensation planning with automated tools and workflows
- » **GAIN** increased visibility into all phases of compensation planning
- » **IMPROVE** corporate governance with automated enforcement of compensation guidelines
- » **MAKE** fair, equitable compensation decisions across the organization



Model compensation scenarios to optimize your labor spend

Managers can model compensation scenarios for their direct reports using the application’s built-in worksheets. Or they can plan offline in Excel® and seamlessly import updates back into Workforce Dimensions. Managers can enter merit increases by percentage or flat amount and see how much of the budget has been allocated in real time. Pre-configured budget guidelines help managers allocate increases in alignment with the corporatewide compensation strategy to support equitable rewards and minimize overspend. Employee profile data and performance history are always just a click away to help inform compensation decisions.

Drive efficiency from start to finish

Proposed increases are automatically routed through a configurable approval workflow; automated alerts and reminders keep the process moving forward. Security controls let you determine who can access specific information and functionality, and who has override privileges at each step in

the process. In addition, an innovative “mass finalize” function makes it easy for HR or compensation managers to review and approve increases for all employees — without having to drill down into each proposal individually.

About Workforce Dimensions

At Kronos, we understand that great businesses are powered by great people, and we recognize the strategic advantage the workforce can bring to your bottom line. That’s why we developed **Workforce Dimensions** — a new solution that reimagines what’s possible in modern workforce management and human capital management technology. Every dimension — the underlying architecture, user experience, functionality, integration, data access, delivery, and support — is designed to help you optimize your most valuable resource: Your people.

The screenshot displays the 'COMPENSATION CYCLE' configuration page. The interface includes a top navigation bar with options like 'My Employees', 'Recruitment', 'Manage Time', 'Manage Payroll', 'My Reports', 'Our Company', 'Company Settings', and 'Development'. The main content area is divided into three sections:

- COMPENSATION CYCLE:** Fields include Name (Annual Increases), Description, Status (Close), Active (checked), Type (Base), Cycle Manager (Shelley Gradney), Pay Change Reason (We like you), Workflow (Compensation Proposal Request Default Workflow), and Can Exceed Budget (checked). Below this is a 'PAY CHANGE TYPES' table:

Field	Used	Label
1	<input checked="" type="checkbox"/>	Promotion
2	<input checked="" type="checkbox"/>	Merit
3	<input checked="" type="checkbox"/>	Cols
- COMPENSATION CYCLE DATES:** Fields include Cycle Dates Type (Common Date), Open Date (09/15/2014), Close Date (10/13/2014), and Pay Change Effective Date (11/03/2014).
- COMPENSATION CYCLE CRITERIA:** Fields include Pay Type (Hourly), Employee Type, Employee Status (Active EEs), Pay Grade, Eligibility Period Days In Job (Not Used, 0), Eligibility Period Days Since Hire (Not Used, 0), and Primary CC.

The Workforce Dimensions Compensation Management module is seamlessly integrated with Workforce Dimensions HR to provide better visibility and control and to help ensure more accurate employee records. It includes default and configurable workflows that reduce compensation administration complexity and streamline notifications and approvals.