

Unit4 Compensation Planning

Comprehensive Global Compensation Planning

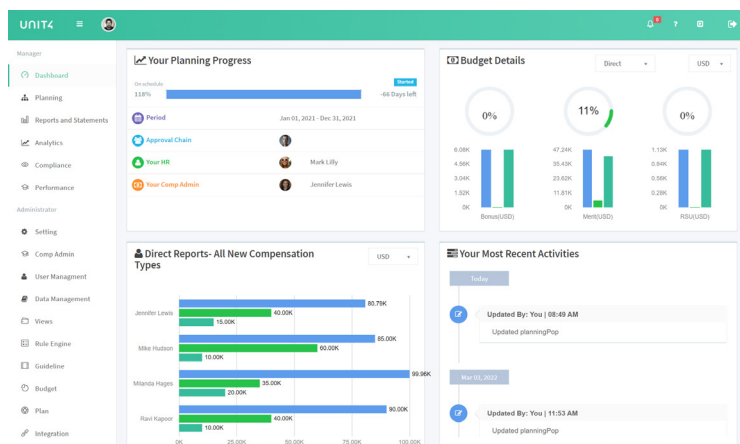


Plan, Allocate and Communicate Pay Decisions

With organizations facing unprecedented changes in their workforce, employee engagement and retention are top priorities. Having the right tools to quickly analyse and act on shifting workforce data is critical. Nowhere is this more important than in the management of employee pay and related rewards. Data shows that engagement and retention increase when employees perceive pay decisions to be fair and equitable. Unit4 Compensation Planning allows companies to plan, allocate and communicate compensation decisions all within an easy to implement and intuitive application.

“Perception is reality when it comes to pay fairness. To increase employee perceptions of pay fairness, total rewards leaders must close the gap between employees’ expectations of pay and their experiences with it.”

Gartner, “The Future of Rewards Communications: Closing Expectations Gaps”, Total Rewards Research Team, 26 October 2020. Gartner is a registered trademark and service mark of Gartner, Inc. and/or its affiliates in the US and internationally and is used herein with permission. All rights reserved.



Key Capabilities

- Configure multiple compensation plans
- Set budgets and guidelines
- Automate recommendations and approvals
- Generate alerts to stay on track
- Establish custom rules to flag exceptions
- Allocate pay globally
- Generate real-time analytics
- Deliver personalized reward statements

How does Unit4 Compensation Planning work for you?

Easy To Use, Fast to Implement

- **Easy to master.** Unit4 can be configured to align to your company’s compensation policies, including defined employee roles and eligibility for plans. The solution provides easy to understand dashboards, alerts, and reporting.
- **Fast time to value.** Implementing Compensation Planning is not a massive project. Most implementations can be live in as few as six to eight weeks. Also, we won’t need more than a few hours a week from you and your team to support the implementation.

Better Conversations with Employees

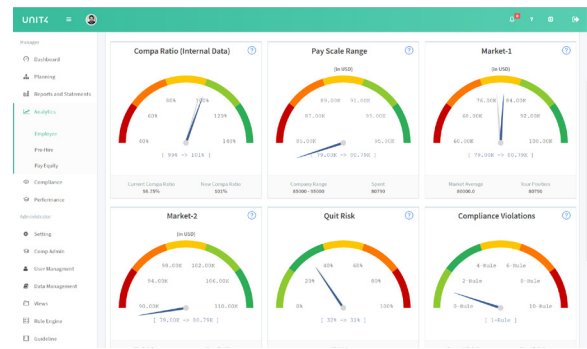
- Today’s leaders need to focus on managing an ever-changing workforce. Unit4’s Compensation Planning tools equip managers with data and total rewards statements to help them have important conversations with their teams about pay. By putting more information into the hands of your managers, you can expect better and more frequent conversations about issues that matter to employees.

Easier compliance

- Unit4 Compensation Planning provides comprehensive reporting and analytics around issues such as race and gender equity and new hire pay alignment. Also, you have the flexibility to configure the software to match your internal compliance guidelines and metrics. Unit4 makes compliance easy so you can spend less time collecting important compliance results and more time reviewing results.

Data is all in one place

- Unit4 Compensation Planning enables compensation leaders to manage and consolidate all data elements essential to the company’s unique compensation processes. Compensation Planning pulls together information such as core employee data, performance information, guidelines, and policies all in the same application. Having critical information in one application will allow you to simplify and transform your compensation process.



Consolidate data for fair and rational plans:

- Employee Data
- Company Policy
- Comparison
- Performance
- Guidelines
- Pay Equity Matrix
- Budget
- Compliance
- Historical Data
- External Market Data

The strengths of Unit4 Compensation Planning are multiplied when used as a fully integrated part of the full Unit4 HCM solution.

Unit4 supports the following functions:

Core HR	Payroll	Talent Management
Expense Management		Learning
Absence Management		Performance Management
Employee Management		Employee Engagement
		Skills & Competences