SumTotal® Compensation

Compensation management made easy

In today's rapid, ever-changing business environment, the market for talent has become more competitive. Having the right compensation management solution can enhance your global view of talent, improve planning and foster organizational agility and goal attainment.

SumTotal Compensation Management simplifies and standardizes the planning, modeling, budgeting, analysis, and execution of global compensation and reward policies. Only SumTotal Compensation delivers a fully configurable environment where you can build either a standard compensation plan or create a custom plan that meets the unique business needs and objectives of your organization. This gives you the power to align compensation decisions to the performance of individuals and groups and help retain and reward your top performers. When compensation is tied to performance management processes, companies are able to deploy true pay-for-performance.

> "...We can't afford to lose trust on something as basic as pay. We have to get it right. SumTotal's compensation solution gives us the tools we need to accomplish that and improve confidence in the compensation process, which is critical to the success of our company."
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> **Joanne Milward, Global HR Information Systems Program Manager for large pharmaceutical company**
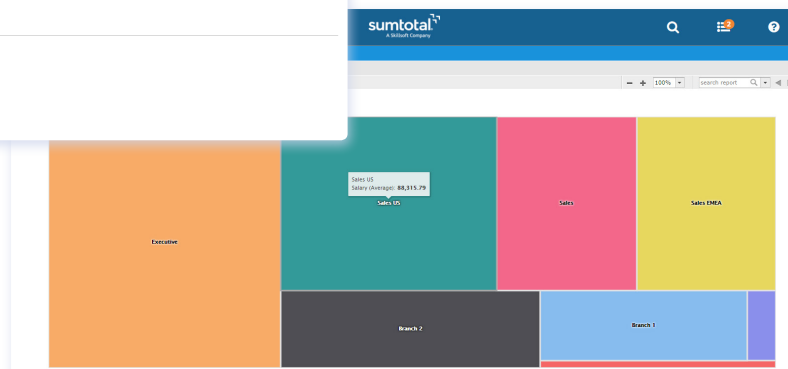

Easily view compensation and total reward statement

Within Advanced Reporting, your organization can capture and report on comprehensive salary spend data.

Make informed compensation decisions

SumTotal Compensation Management includes all aspects of employee compensation including bonuses, variable pay, and long-term incentives such as stock options.

The compensation plan definition within SumTotal is extremely flexible. For instance, a plan can be applied to all employees or groups of employees, different policies in a single plan may apply to all or a group of employees, or an organization may cover all of its employees within one plan or within multiple plans. Compensation plans can be tested against the organization's budget using simulations to ensure that policies are practically applied.

Once compensation plans have been configured for a workforce, the rules devised are applied to employees. Managers review proposed salary adjustments, compare them to standard guidelines (e.g., compa-ratio) or market salary survey data, adjust as necessary and approve the compensation plans for their direct reports. Data for direct reports appear on a worksheet that uses similar spreadsheet tools and controls as Microsoft Excel. Additionally, managers can seamlessly import and export their worksheets between SumTotal and Excel in order to work offline. SumTotal's relation-based security protects employee compensation information and can only be viewed by validated parties.

Features

Standard and custom compensation plans

Multiple plans and currencies

Support for short and long term incentives

Highly configurable workflow

Salary survey

Compensation / total reward statement

Out-of-the-box pay for performance

Benefits

Align compensation with business objectives

Simplify planning, budgeting, analysis and execution of compensation and reward policies

Increase retention of top performers

Historical compensation data can be used to guide future compensation and reward decisions

Compensation and incentives can be tied to the completion of learning programs