



The Missing Piece in HRIS Software: Compensation Management

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Most companies are still using HR software to manage their talent and HR processes. But many are finding that the HRIS software suites alone are not adequate to manage one critical area: compensation.

Support for compensation management is limited. Most HR suites include a compensation module, but compensation is an afterthought, not a focus for investment or development. In fact, some are winding down support for compensation altogether. Likewise, the ERP systems of the mega-vendors with HR/HCM solutions are limited and difficult to maintain.

Yet compensation is a key business driver. This gap leaves many companies in a bind: compensation is strategic to their business, but they are forced to compromise with solutions that are inefficient and incapable of managing compensation programs as needed to support their strategies for attracting, retaining, and aligning their talent.

Leading organizations aren't willing to compromise on compensation strategy. This is why many companies have turned to beqom, a best-in-class total rewards solution that works alongside common HR suites and ERP/HCM systems to provide the compensation management capabilities you need.



beqom completes your compensation management requirements

| Criteria | What your business requires | ERP | HR Suites | beqom |
|--------------------------------|--|-----|-----------|-------|
| Flexible | <ul style="list-style-type: none"> Ownership by business users, allowing rapid adaptation, without the cost and delays of IT or outside consulting. Flexibility to embrace the requirements and complexity of your compensation plans. | | | |
| Compliant | <ul style="list-style-type: none"> Full transparency and auditability for global compliance. Architecture to meet internal and external audit requirements, security and data residency requirements. | | | |
| Scalable | <ul style="list-style-type: none"> Customizable data model which doesn't force your requirements to fit into a box. Proven scalability to 10's of thousands of employees, to support the largest organizations worldwide. | | | |
| Fully configurable | <ul style="list-style-type: none"> Configuration, not customization - rapid deployment. No compromise on needed functionality. No surprises in implementation. | | | |
| Comprehensive reporting | <ul style="list-style-type: none"> Easy dynamic report creation. User ability to create and share ad hoc reports on the fly. Cloud-based & mobile dashboards. Packaged analytics & templates for benchmarking. | | | |
| Cost effective | <ul style="list-style-type: none"> Multi-tenant cloud solution that eliminates costly upgrades. Fixed infrastructure costs, defined upfront, scaled to support peak times. Business user ownership that ensures ability to maintain without consulting or IT support. | | | |
| Integrated and complete | <ul style="list-style-type: none"> One unified total rewards application to handle all types of compensation. Focus on best-in-class compensation management, rather than comp as an after-thought, add-on module. | | | |

beqom works easily alongside your HR suite

beqom is designed to work easily alongside any HR, HCM, or ERP solution. beqom's integration toolkit ensures that beqom works smoothly and interactively with systems like Workday, SAP Successfactors, Oracle Fusion, PeopleSoft, PeopleFluent, Ultipro, and others.

Manage compensation without compromise

If you don't want to compromise on compensation strategy so that you can attract talent, motivate your workforce, and drive optimum performance, you need beqom. Discover why companies like Microsoft, Vodafone, and PepsiCo have chosen beqom as their global compensation management solution. Speak to one of our total compensation experts today: www.beqom.com/contact-us





Claudio Carnovali, beqom Product Manager

Happiness is the best driver for success

Our mission is to make the workforce of our customers happy. beqom drives happiness by allowing business managers to lead, align and motivate employees and partners. The beqom Total Compensation Solution is used globally across all industry sectors by over 100 large companies such as PepsiCo and Deutsche Post DHL. It addresses all performance and compensation aspects such as salary review, bonus, long-term incentives, commissions, benefits, non-cash rewards and all key drivers towards employee performance and sales performance.

HR, sales and finance departments leverage our platform to drive performance, retention, cost optimization and... happiness among their people.

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