



Building a high-performing, happy workplace

A unified and complete approach to continuous performance and compensation

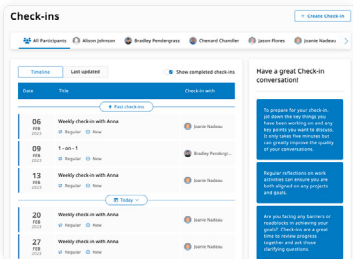
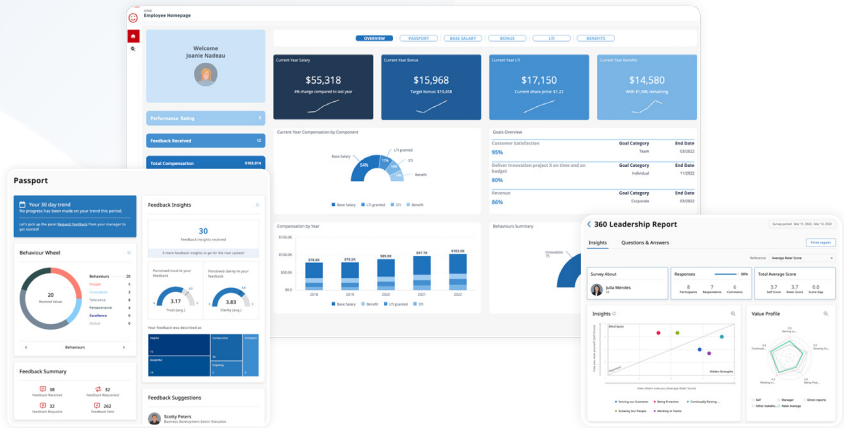
beqom.

to make your people happy

beqom.com

Managing compensation and performance in a people-first economy

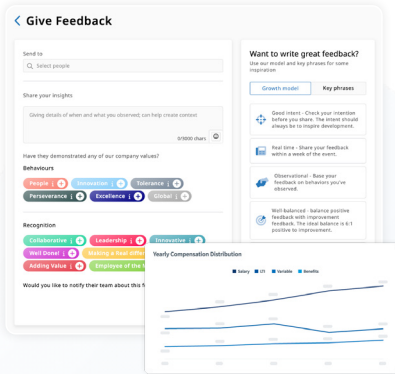
beqom aligns your compensation and performance strategies so you can focus on better outcomes.



People first

The way we engage and motivate our employees needs to change. beqom's purpose-built technology puts employees at the center and gives them ownership of their performance and rewards journey.

beqom provides efficiency at scale for global organizations, streamlining compensation and performance management processes.



Unified continuous performance and compensation

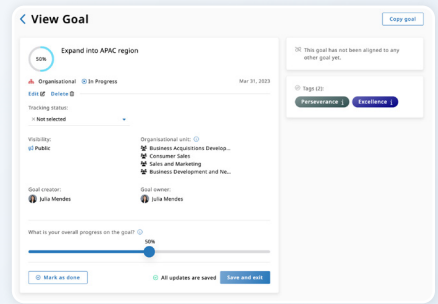
beqom transforms your compensation and performance strategies so you can align rewards to real-time performance data and feedback, skills, behaviors, and goals.

Optimize your HR strategy using our suite of compensation and performance management solutions.

Rewarding the moments that matter

beqom makes pay more meaningful and aligned to achievements, while creating a high-performance culture and an engaging employee experience.

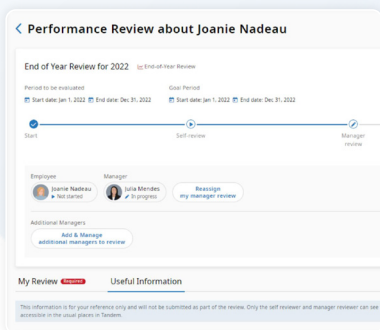
Amplify your organization's reward proposition to the employee through clear and complete total rewards dashboards, while optimizing costs and ensuring transparency, fairness and compliance.



Creating a culture of engagement and performance

Employees want continuous engagement and a sense of purpose. They want to be valued for their contribution while feeling part of something bigger.

In a hybrid world, foster a culture of feedback, connection, and empowerment, where employees are accountable for their goals and own their personal development.



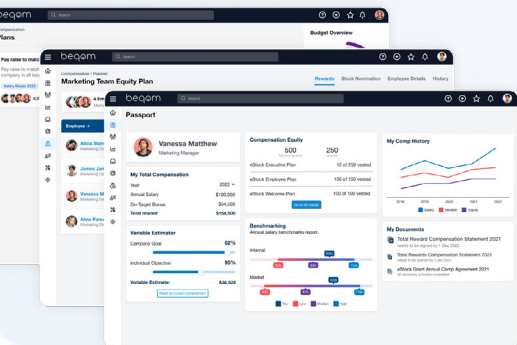
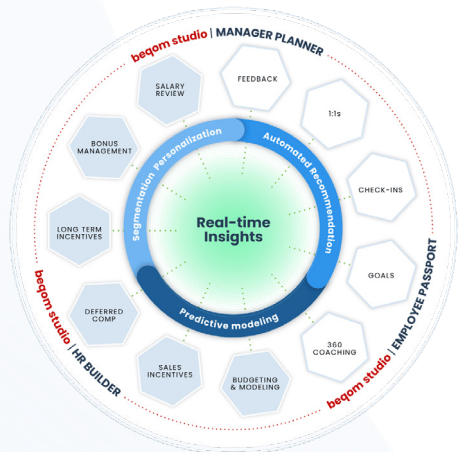
How beqom can help you

From expert compensation planning to data-driven performance outcomes, beqom can optimize your pay strategies and transform performance management from a process to an experience.

Data clarity and trust

Unified data enables better decisions and insights. beqom unifies data from across the organization. Data quality and integrity is built in to beqom's platform, delivering data you can trust, featuring:

- No more data silos
- Unlimited types of data
- Automated data feeds
- Flexible data model



Complete and flexible pay strategies

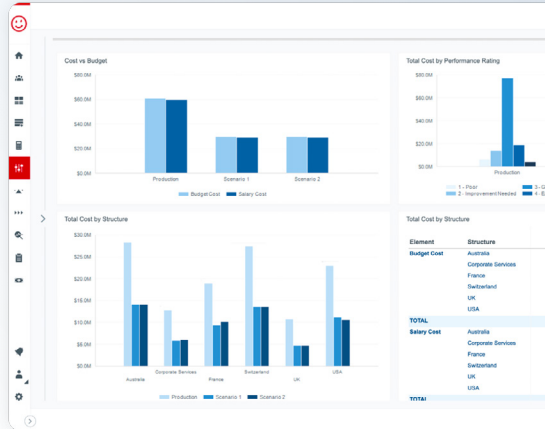
Empower HR & Finance:

- Salary review and benchmarking
- Bonus, LTI, executive comp
- Equal pay and transparency
- Planning, budgeting, and simulation
- Forecasting and accruals
- Analytics, reporting, and compliance

Real-time sales incentive management

Manage Sales strategically:

- Sales incentive management
- Sales performance management
- Objective and quota management
- Territory management
- Channel management
- Simulation and reporting



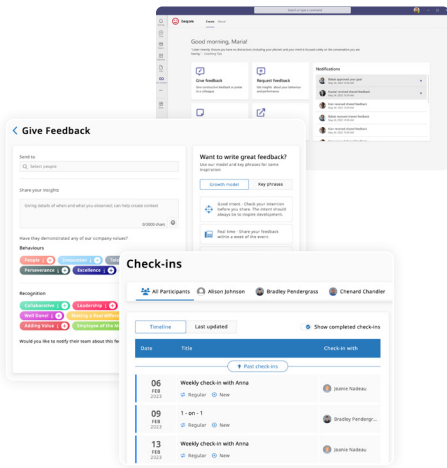
A high-performing, connected culture

Create a feedback culture:

- Crowdsourced real-time feedback
- Regular check-ins
- Configurable performance review templates
- Unique 360 development experience

Turn leaders into coaches:

- Pulse Engagement Surveys
- 360° Performance Reviews
- Agile Goal Setting
- Elective 1:1 Meetings
- Smart Continuous Feedback



“The employee experience has never been so important. beqom is a key component of our HR ecosystem, which is designed to put the employee at the center of what we do to drive delivery. beqom delivers a personalized and contextual user experience which is intuitive and easy to use and navigate.”

Human Capital Experience Lead
Standard Bank of South Africa



Trusted by global organizations

The world's leading enterprises trust beqom with their performance and rewards strategies.

Financial Services



Retail and Consumer Goods



Automotive and Manufacturing



Technology



Telecommunications



Energy and Resources



Business Services



How we do it

Intelligent automation for compensation optimization

Flexibility. Configure comp to fit your strategy, even in complex global organizations.

Automatic recommendations. Use guided decision-making based on rules and data.

Personalization. Tailor comp to align performance and pay to an individual employee.

Predictive Modeling. Understand and pre-empt potential impacts, bias or risks.

Optimization. Model and simulate to ensure your spend is aligned to business outcomes.

High-performance culture based on continuous feedback

Enterprise grade. Continuous performance management designed for the global enterprise.

Great user experience. Intuitive design that minimizes change management.

Easy to deploy. Unique deployment model with deep expertise from the beqom team.

Scalable and secure. beqom solutions are built on a highly scalable and secure cloud platform.

Leveraging your HR/IT environment

beqom's cloud solutions integrate closely with common HR suites such as Workday, SAP SuccessFactors, Oracle HCM, Microsoft Dynamics 365, and many others, providing best-in-class capabilities that complement your core HR system.



Oracle



Workday



Microsoft Viva



UKG



ADP



SuccessFactors

Better decisions and insights with the right data, faster

beqom Insights help you understand more about your workforce and how to optimize your pay strategies. With complete data and insights you can trust, you can significantly reduce risk, improve performance and make your people happy. Make data-driven decisions about:

- Pay equity
- Risk of attrition
- Competitive pay
- Pay & performance impact
- Comp effectiveness
- Simulation & cost optimization

Put people first and create a high-performance culture

beqom enables a performance & rewards approach that puts the employee experience at the center while driving a high-performance culture, ensuring fair pay, and providing transparency and compliance.



Inspired performance



Attraction & retention



Optimized costs



Reduced risks



“beqom was the only provider that could meet our compensation needs. We needed a single, integrated compensation management system to centralize our compensation processes while still maintaining flexibility at the local level.”

CNH Industrial

Visit www.beqom.com/contact-us to speak to our team about how you can benefit from best-in-class continuous performance and compensation management.

→ [Book a demo](#)

beqom.

Copyright © beqom 2023 All Rights Reserved. “beqom”, “beqom to make your people happy” (logo) and “to make your people happy” are the exclusive trademarks of beqom SA. All other trademarks, and logos are trademarks and logos of their respective owners. For more information, please visit www.beqom.com.