



# COMPENSATION FUNCTIONS

## AUTOMATE AND ENABLE A FLEXIBLE COMPENSATION PROCESS

### For HR managers who need to acquire and retain the best talent while controlling costs and achieving pay equity

The SAP® Business ByDesign™ solution helps automate the entire compensation process.

Unlike other solutions, SAP software supports all activities in a unified manner, centralizes compensation data, and supports a range of compensation types.

Only SAP Business ByDesign enables organizations to manage compensation activities using a highly integrated, consistent, and equitable process.

What can be improved?	How do I improve?	What does SAP® software enable?	What can I achieve?
#1 Attract and retain the right talent by leveraging compensation best practices	Offer competitive salaries and hourly rates that align with standards in all locations	Ability to create company-wide compensation structures for different employee groups	<p><b>Operating metrics:</b> reduced employee turnover</p> <p><b>Financial results:</b> reduced HR hiring and labor costs</p>
#2 Reduce the overall cost of providing HR support and advisory services organization-wide	Simplify and automate HR processes to give HR staff more time for value-added tasks	Simple adjustments to compensation components; more control over personnel costs	<p><b>Operating metrics:</b> reduced HR costs (fewer HR employees compared with total number of employees)</p> <p><b>Financial results:</b> reduced HR costs</p>
#3 Improve integration and insight related to all compensation data for informed decisions	Integrate HR with rest of business; use preformatted reports and centralized data	Support for comprehensive compensation process and intuitive editing of compensation data	<p><b>Operating metrics:</b> reduced number of compensation solutions and databases</p> <p><b>Financial results:</b> reduced capital requirements for IT assets</p>

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