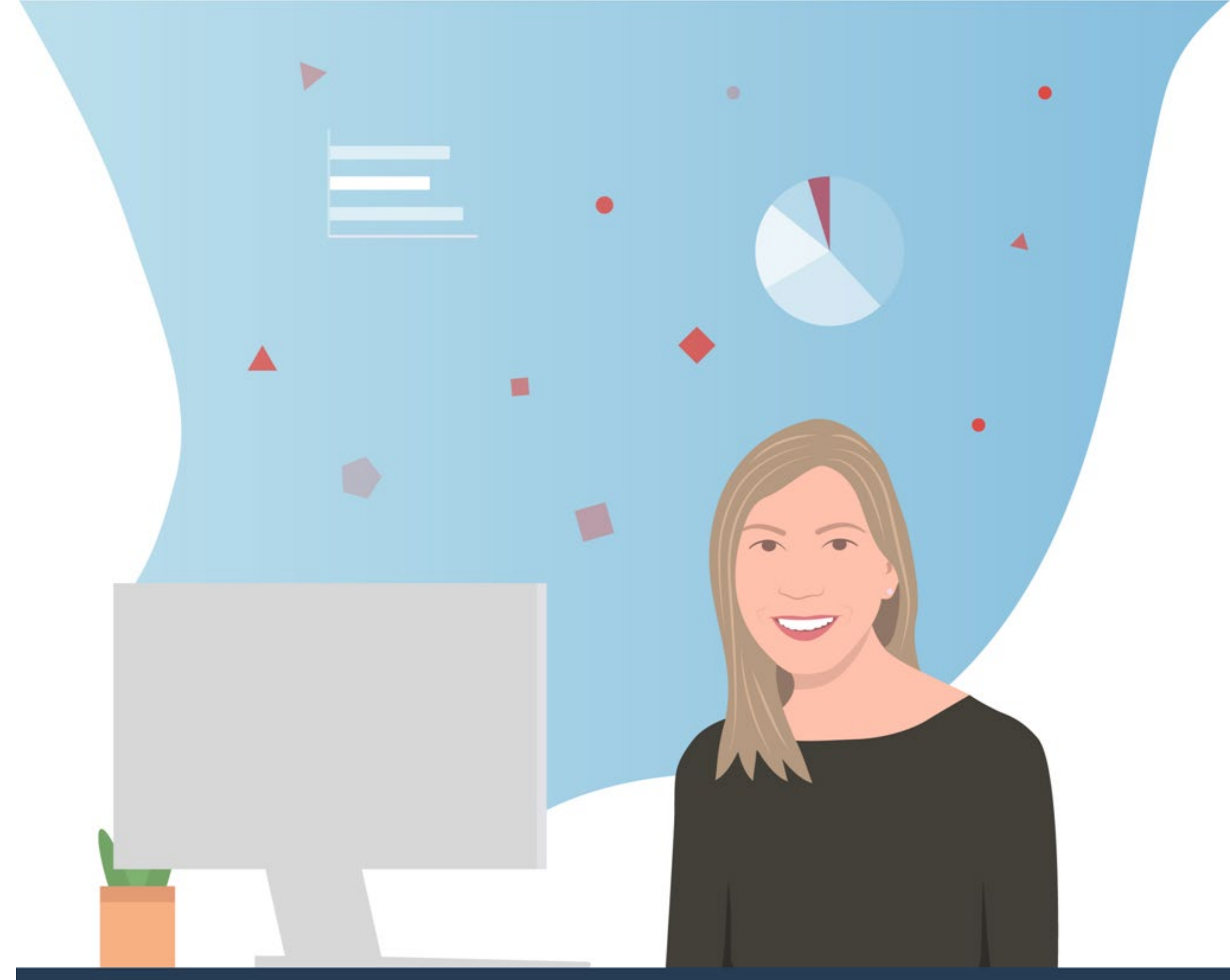


# Total Rewards

How changing workforce demands  
are driving pay transparency while  
adding complexity

Aleksandra Arhipova  
Regional Sales Manager Northern

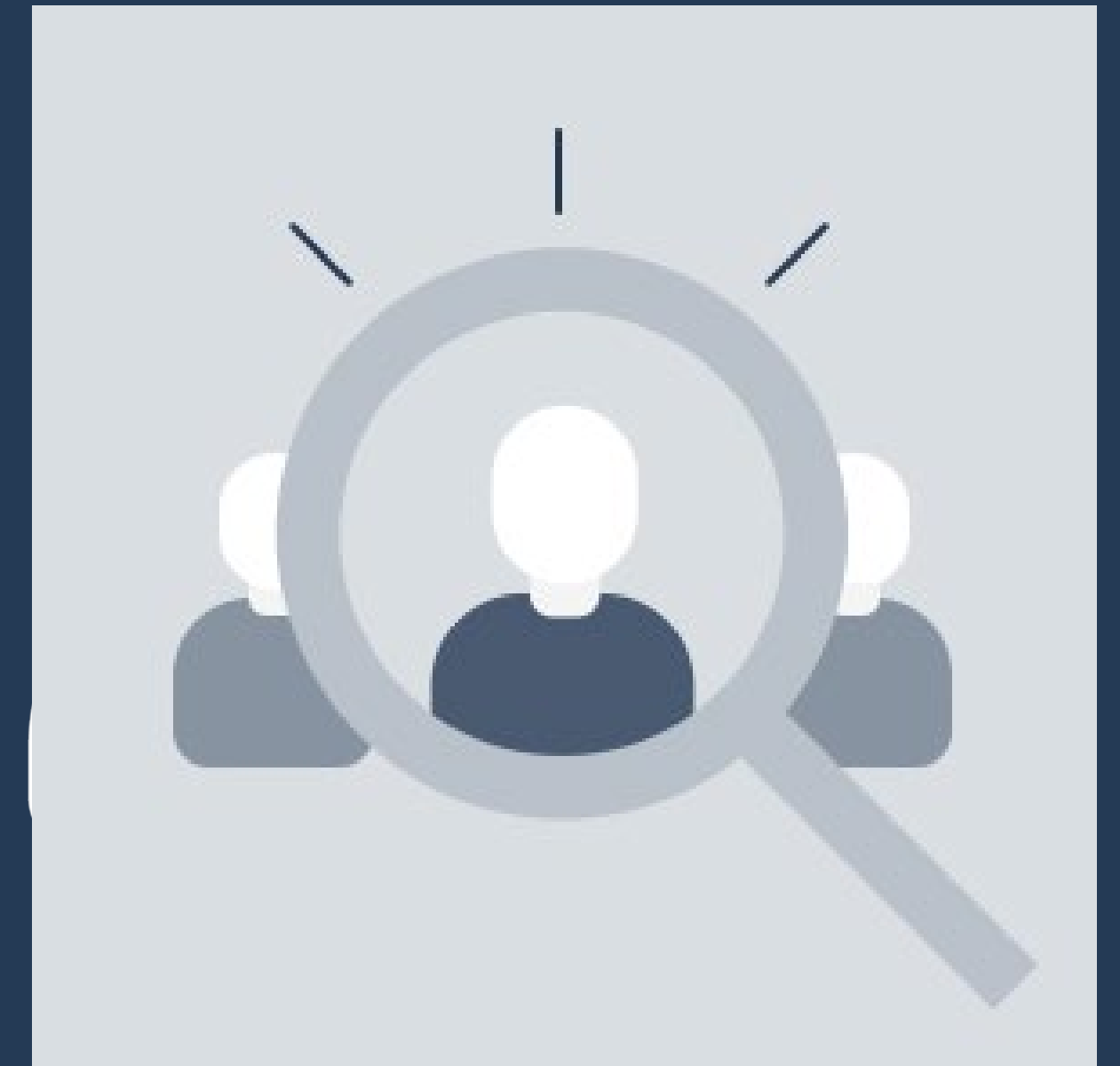


Aleksandra Arhipova, Regional Sales Manager Northern



# Why?

- You are competing with the entire world for talent
- Your biggest asset are your employees
- It drives performance
- Customer satisfaction
- Retention increased
- Enhance and grow reputation
- Ever growing amount of data



# Change in the workforce

60%

- of workers do not think their employer has a compelling value proposition.

58%

of Generation Z workers rank non-monetary elements as the most important workplace benefits.

35%

of a sales rep's time is spent actually selling, while 10% is spent checking commission reports.

# The Rewards landscape has changed.

## Today's employees demand:

Personalized  
Pay Structures

Pay Fairness

Personnel  
Engagement

Clear Goals

Flexibility &  
Choice

Pay Frequency &  
Continuous Pay

Growth  
Opportunities

Continuous feedback on-  
demand communication

Pay Complexity

Pay Transparency

# Future of reward



## Increased personalisation



need to create customised compensation design & payouts



## Innovative reward designs



need for unlimited revenue, market & performance data that allows for creative KPI based reward design



## Reward for skills



need for better linkage between pay & performance for both managers and payees



## Transparent schemes



real time analytics not only improves pay transparency but also enables managers to have timely meaningful pay conversations



## Data driven reward insights



create a data foundation to dig deeper into your compensation & transaction data to gain real insights and simulate results



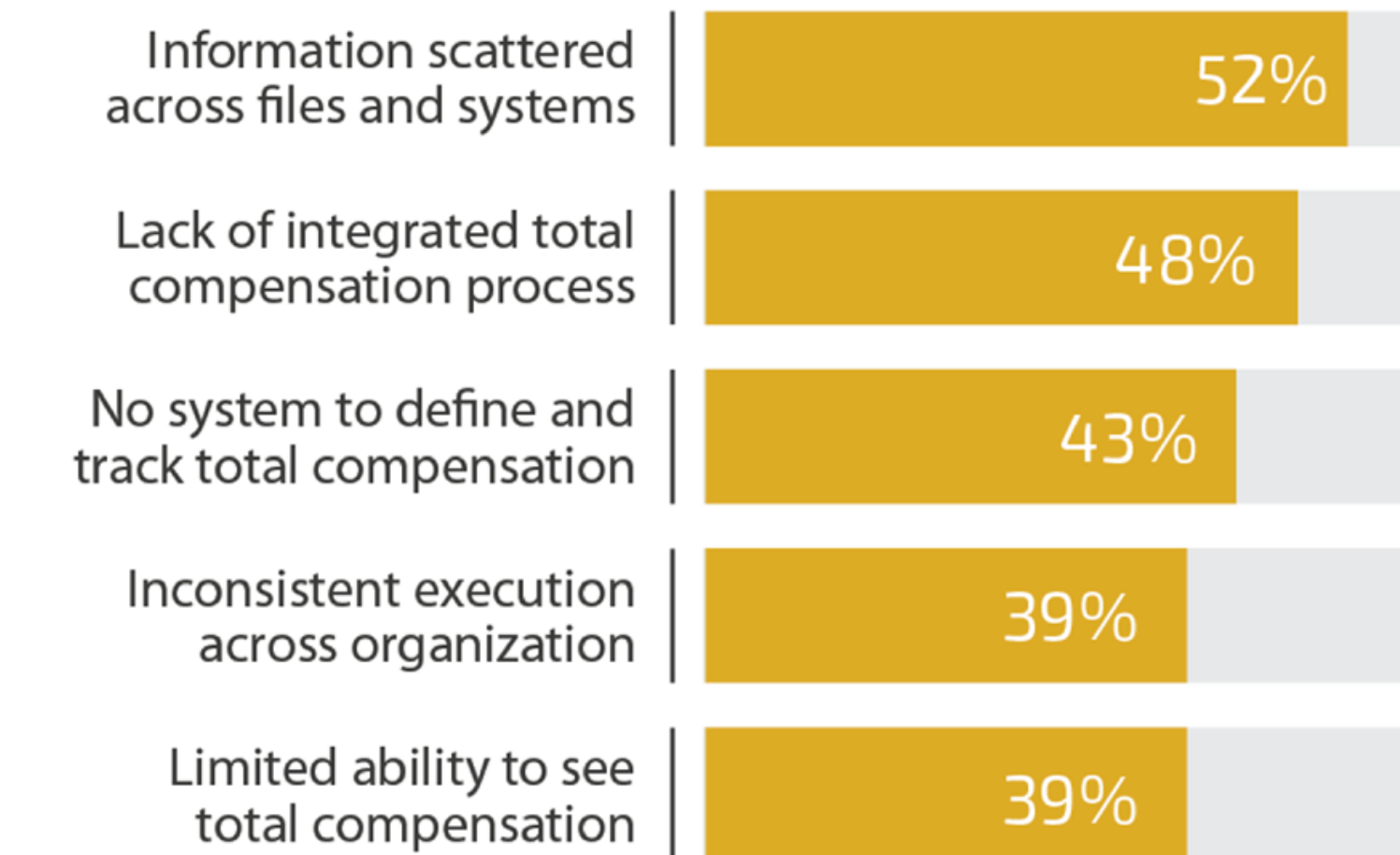
# Where can / should technology help?!

## Remove barriers to total rewards success:

- Incomplete core HRIS systems
- Decentralized, manual processes
- Data across disparate systems and departments
- Expanding reward options across global regions
- Lack of information access and communication (transparency!)

### Compensation Process Impediments

Scattered information, poor integration most common



Source: Ventana Research Next-Generation Total Compensation Management Benchmark Research  
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Rewards technology should complement the incomplete, consolidate, automate and provide a better digital user experience

# Where data helps:

## Visibility & Transparency



### Employee

- What data/reports do the employees want to see? Do they understand the data?
- Can the employees visualize more benefits than the salary? Do they understand the reward philosophy?
- Is the information laid-out in a clear fashion? Can they drill into the information?
- Is there pay equity and fairness?



### Manager

- Does the manager have enough information to manage the employee objectively?
- Does the manager have access to the key data to make decisions? Reward history down to the individual level
- Can the manager see the budget structure?
- Do we need to provide manager Guidelines?



### Compensation Administrator

- All of the data in one location. A single source of the truth

# Where data helps:

## Planning & Management



### Employee

- “What-if” simulations of increased performance on my pay
- Life stage
- Ability to modify my plans



### Manager

- Can the system help the manager to manage the team’s engagement objectively?
- Can I manage my team members individually?
- Simplicity and efficiency
- Informed decisions



### Compensation Administrator

- Simulation and analytics - multiple versions of the future
- Simplicity and efficiency
- AI/Machine learning



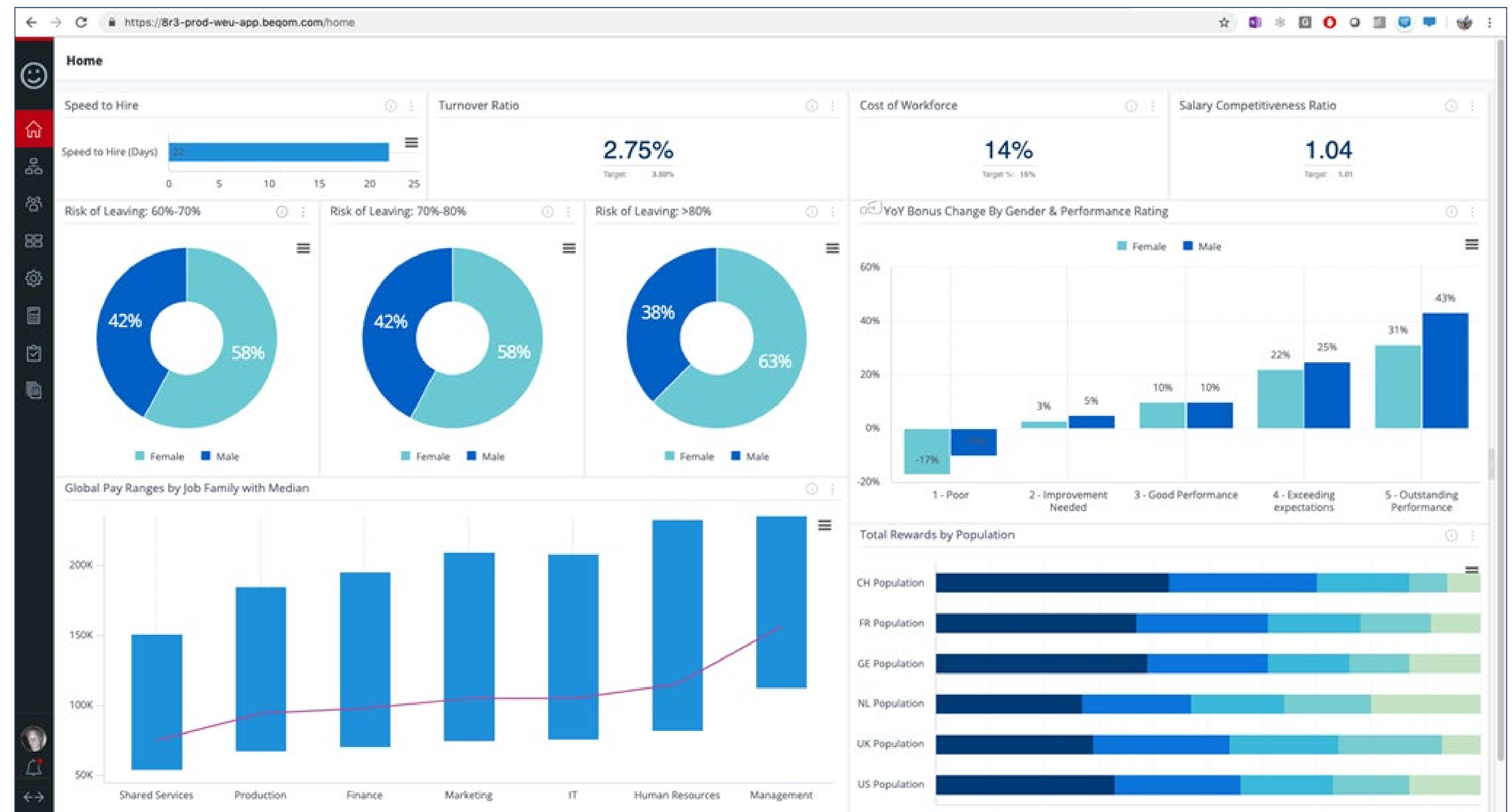
# Through the eyes of an executive



## Visual real-time data:

- Forecasts
- Warnings
- Performance
- Ability to drill into results

Dynamic dashboards  
depending on the role



▶ Succeed in meeting those demands,  
and the payoff is worth it:

Shorter recruiting  
& onboarding  
cycles

Prescriptive sales  
planning

Longer tenure &  
lower turnover

Improved quota  
attainment

Better employee  
engagement &  
performance

Higher revenue  
per employee

Regulatory  
compliance

Better company  
trust & reputation

• beqom impact on cost,  
speed and quality



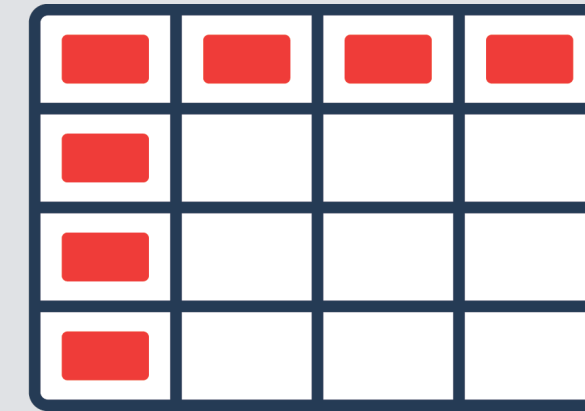
100%

elimination in travel costs  
related to compensation  
review process



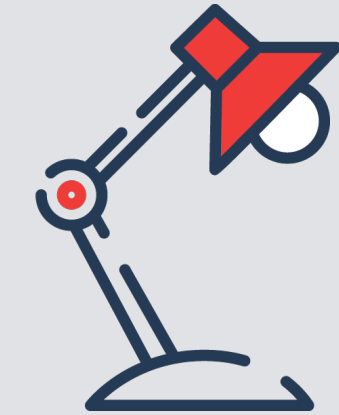
65%

drop in need for  
HR support by enabling self-  
service



95%

reduction in spreadsheets  
used for compensation  
tracking and management



100%

Full audit trail and compliance  
with internal and external  
regulations



€1.1 million

saved through corrections  
of rounding errors in  
formulas



98%

elimination of IT infrastructure  
and support costs, including  
consulting fees



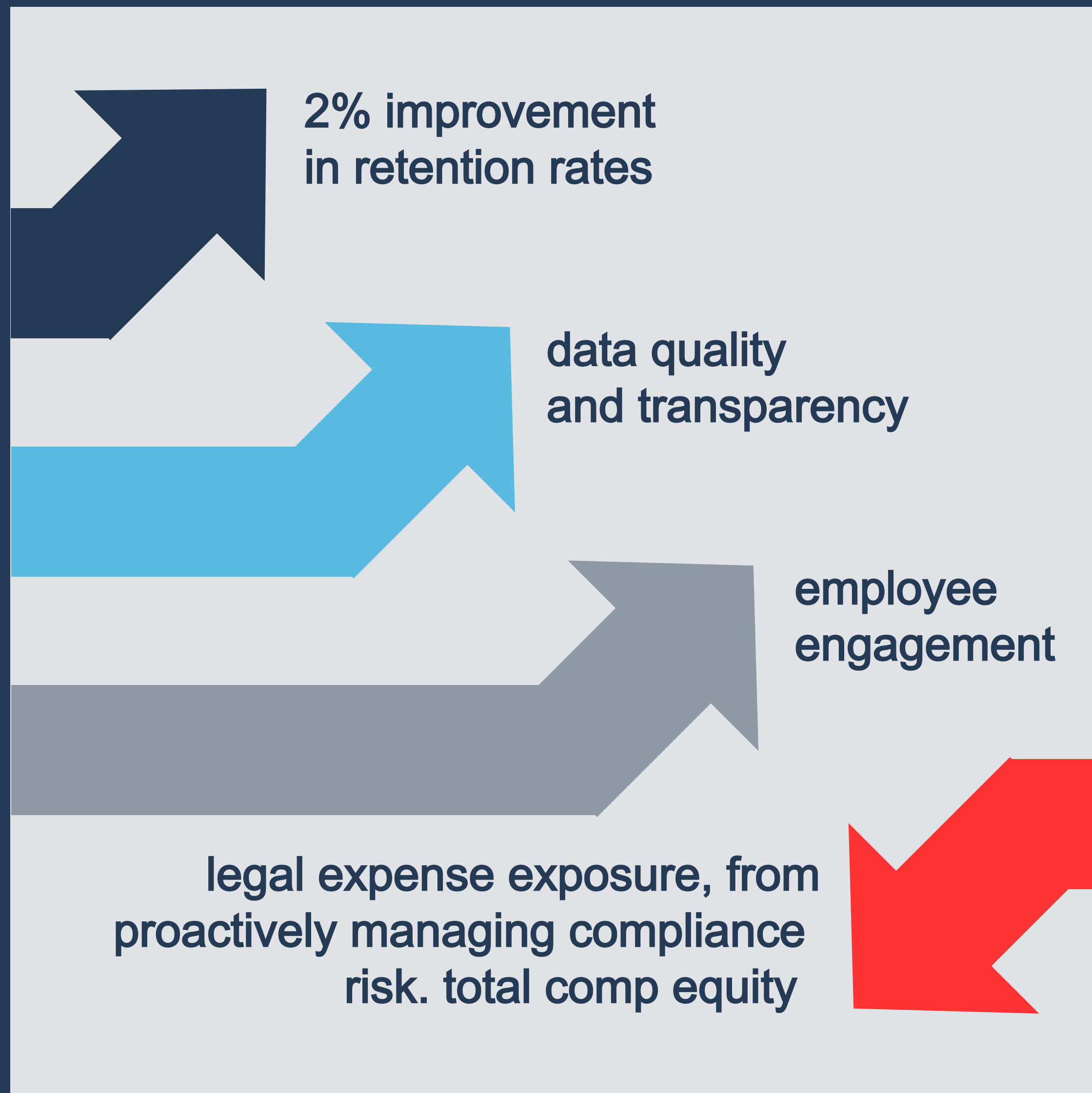
2-hours

saved in effort for every  
manager in the organization



1-hour

saved in effort for every  
employee globally



**6x faster comp  
review process**

**1000s of hours saved  
in employee effort**





# Thank you

We look forward to  
making your people happy!