

## COMPENSATION MANAGEMENT MODULE

**80%**

**AGILITY & ALIGNMENT**

Ensure rewards are flexible and agile to meet the changing business needs

**90%**

**TRANSPARENCY**

Comp & Ben info are shared to clarify expectations.

**65%**

**EFFICIENCY**

Easy & Fast to apply, submit, approve and monitor claims & benefits.

Compensation Management is a sub-discipline of human resources, focused on employee compensation policy-making. While compensation is tangible, there are intangible rewards such as recognition, work-life and development.

### WHAT COMPENSATION MANAGEMENT MODULE OFFERS



#### COMPENSATION MANAGEMENT & PLANNING

- Guidelines & Budget Modelling
- Compensation Plan & Packages
- Flexible Compensation Process Flow
  - Calibration for Compensation
- Merit Increase, Promotion & Bonus Pay Out
- Reward & Recognition Programs

#### BEFORE TALENTCLOUD.AI

##### RIGID REWARD LACK OF COMPETITIVE EDGE

Traditional "one-size-fits-all" and rigid approach to employee compensation & benefits no longer provides a competitive edge in terms of attracting and retaining top-performing employees or increasing productivity, reducing absenteeism and improving engagement.

##### LACK OF TRANSPARENCY

Compensation & Benefit Information is shared on a "need-to-know" basis and does not always correlate with performance and contribution.

##### MANUAL CLAIM PROCESS TAKES TIMES

Manual Claim Process & Approval takes times and not accurate.

#### WITH TALENTCLOUD.AI

##### ALIGN REWARDS WITH BIZ OBJECTIVES

Ensure rewards are agile to be updated with changing business needs. Compensation & Benefits are structured based on company values and strategic objectives which focuses on employee contributions and is used to motivate, attract, retain employees.

##### TRANSPARENCY & MOBILE ON THE GO

Transparent information is shared to clarify expectations. Employees to submit claims, view their benefit selections, and claim status from their mobile device while on the go.

##### EFFICIENT CLAIM MANAGEMENT

Better claims management boosts company's efficiency and helps keep employees happy.