Reward Performance Equitably

TalentGuard’s Compensation Planning software is highly intuitive and streamlines the approval process by providing our managers with a front-end portal that manages the online entry of compensation decisions.

- Mili Handa | Global Head of Compensation, Benefits and Payroll Services | Markit

Annual Compensation reviews are a critical component in building a sustainable business. TalentGuard’s Compensation Planning software helps companies move to an efficient and focused strategic business process that encourages rank and pay discussions. The software can recommend pay increases based on performance guidelines and allocate budget, salary, bonus and incentive stock across different groups. Our solution removes the pain and hassle of typical spreadsheet-oriented reviews and allows companies to focus on the result and not the process.

talentguard.com/compensation-planning-software
VALUE PROPOSITIONS

Accuracy
Intuitive and accurate workflow to ensure compensation plans are on time and within budget.

Actionable
Receive actionable insights to drive new reward strategies.

Transparent
Real-time view to support informed and transparent pay decisions.

Salary Banding
- Links salary planning data to job profiles/descriptions including education, skills and competencies.
- Models new salary structures and determines the impact of changes on costs and employees.
- Supports compensation analysis and pay-structure development across multiple countries and currencies.

Job Valuing
- Enables indexing of salary ranges to reflect local labor market compensation practices.
- Ensures that the organization’s pay targets are aligned with the external market.
- Provides tools for combining data from multiple surveys into market composites.
- Supports integration with market rate data.

Budget Governance
- Provides readily comprehensible views of the levels of compensation ranges and where employees stand within the appropriate ranges.
- Applies salary and wage differentials based on geographical areas associated with particular work locations.
- Streamlines salary planning and the budgeting process.

Reporting & Analytics
- Provides a central data repository and powerful reporting tools to consolidate compensation and compensation-related data in the one place with the ability to report against this throughout the year.
- Enables users to analyze compensation data and related factors such as job title and performance.