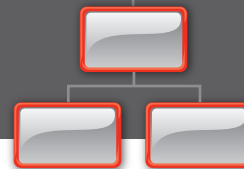


OrgPlus® Workforce Solutions



OrgPlus Can Help You Analyse Performance and Benefit Information While Identifying Inconsistencies in Organisational Compensation Plans.

► Compensation and Incentive Management

Compensation and incentive management is an integral part of managing an organisation. It contributes to the overall success of the organisation by helping managers understand the true value of human capital and supporting both employee growth and organisation objectives.

Over the past few years, companies have started using greater analytical and information gathering capabilities of ERP solutions to roll out sophisticated variable-pay and incentive-based plans to a greater number of employees. OrgPlus can make this transition easier for your organisation.

Compensation and Incentive Management OrgPlus can help your organisation unify and analyse performance, salary and benefits information from multiple systems and make it easier for managers to make educated decisions on the right level of compensation for every employee. OrgPlus also delivers sophisticated analytical tools that make it easier to spot, analyse and correct deficiencies and inconsistencies in your organisation's compensation plans.

Here are some of the many benefits OrgPlus offers:

- Maintain pay levels that attract and retain quality employees
- Compare your organisation's salaries, programs and benefits to those of the industry
- Promote salary parity for similar positions across the organisation
- Implement performance-based variable compensation
- Adjust salaries to regional variations consistently

consistent. This is easier said than done. How do you compare industry salaries to the salaries that you pay? How do you adjust these salaries for regional cost-of-living variations? How do you align your organisation's job roles to industry-standard job descriptions that make meaningful comparisons possible? Enter OrgPlus. OrgPlus integrates seamlessly with your data sources as well as external survey data to provide visibility into current compensation practices and highlight areas that need intervention. Rules can be customised to apply different calculations to positions or geographies that are exceptions to the general norm.

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Division	Corporate Development
Office Location	San Francisco, CA
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Work Phone	(415) 371-1919
Employee Type	Full Time
Job Grade	19
Current Salary	\$37,000
Competitor Median	\$44,000
Salary Range	\$39,000 - \$48,000
Performance Trend	Up
New Salary Target	\$42,000

CHARTED OVER
15 MILLION
USERS WORLD-WIDE

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One of the most common deficiencies in the HR process of any large organisation is periodic compensation adjustment. As the competitive landscape and the economy overall changes, compensation plans need to be reviewed to make sure that they are competitive and

Sophisticated publishing and reporting options make it easy to create custom reports on the fly and share the information with others. Context-sensitive export to Excel makes it easier to model the data, or add additional information; you can also publish your reports and charts to Adobe PDF or PowerPoint.

HumanConcepts recommends OrgPlus Enterprise for companies with more than 1,000 employees.