

CHECKLIST

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QUESTIONS?
CALL ROSS DUBUC
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EIR CS Advanced Compensation Analytics



– provides simple, real-time, advanced compensation reports to managers, executives, HR and Compensation Admins

Helpful When...

- You need executive quality reports for Leaders and HR during compensation planning that go beyond the capabilities of the SuccessFactors reporting solution
- You currently produce executive quality reports, but the manual process takes too long. By the time the reports are produced, the reports need to be re-run
- You already have a home-grown solution, but internal resources to fix and enhance it are not readily available
- You have leaders with large populations to plan who prefer to work outside SuccessFactors leading to manual workarounds
- You do complex merit and incentive budget modeling that are time consuming



EIR CS Incentive Plan Design



– provides of way to create a central repository of all incentive plans by facilitating the plan design process and the capture of incentive plan results. Integrates with SAP SuccessFactors Variable Pay

Helpful When...

- You need a collaborative tool to track all incentive plans in your organization for compliance and reporting purposes
- You need a mechanism to help each country/location/business unit/function make decisions on aspects of the plan that fit their particular needs within guidelines you set
- You need to streamline the process of capturing results for measures such as safety, quality, customer satisfaction index, etc.
- You need to generate advanced reports and analytics on the effectiveness of your incentive plans
- You need to model new incentive plans and compare with prior year plans



EIR CS Accruals



– automates accrual calculations, replacing a traditionally manual process

Helpful When...

- You find it difficult and cumbersome to prepare and distribute the monthly accruals report(s) for finance
- You already have a home-grown system solution for accruals, but internal resources to fix and enhance it are not readily available



EIR CS Incentive Pool Management



– makes it possible to track and reconcile many incentive pools

Helpful When...

- You have several incentive pools 10, 100, or more and need to reconcile your budget at both the planner and the pool level
- You need a collaborative mechanism to cascade the incentive pool to leaders within those pools
- You need to make quick adjustments to incentive pools during the planning process and have the system update the budget in SuccessFactors automatically



EIR CS Budget Transfer



– gives managers the ability to exchange budgets while ensuring there is no over/under spend situations

Helpful When...

- You let planners borrow from or loan budget to other planners but you need to track those transactions and enforce them during compensation planning.



Available on
SAP Store

<https://store.sap.com/en/search/eir>