



SuccessFactors® Expertise.
Delivering HCM Results.



SAP SuccessFactors®: Compensation

From Burden to Leverage



Today's compensation leaders must manage more than pay cycles—they're expected to drive fair, data-informed, and performance-aligned outcomes. However, disconnected systems and manual workarounds create risks, delays, and limited visibility.

This guide shows how to transform SAP SuccessFactors® Compensation into a streamlined, strategic function with automation and insight at its core. By integrating merit planning, bonus calculations, and pay-for-performance into one intelligent system and leveraging proprietary tools like EIR WORKstream, we help global HR teams lead with confidence, reduce risk, and gain real-time visibility.



Core HR



Recruiting &
Onboarding



Learning &
Development



Performance
& Goals



Compensation



Succession
Planning



Platform
Support

Building the Future with Every Pay Cycle



Compensation teams face intense pressure to deliver accurate, equitable outcomes—often without the systems or support to do it sustainably. Long nights, version control issues, and last-minute corrections are the norm, leaving little time for strategic leadership.

SuccessFactors offers a strong foundation, but many organizations only scratch the surface of its potential. Core features like proration logic, bonus configuration, and audit reporting go underused. The burden falls back on compensation teams to create workarounds or revert to spreadsheets.

With EIR, we eliminate those burdens. Our team augments SuccessFactors with EIR WORKstream—our proprietary automation and analytics platform built

Simplifying the Complex: WORKstream™ as the Hub of Compensation Excellence



"Our senior consultants have led compensation cycles firsthand, so we understand what it takes to move from tactical to transformational."



Solving the Complex with Confidence

Complex bonus calculations shouldn't require heroic effort. Edge cases, exceptions, and rapid changes challenge many existing systems.

- One consolidated system for all plans
- Automated edge-case logic for rehires, transfers, expats and global transfers, mid-cycle changes
- Real-time analytics for faster, better decisions
- Personalized rewards communications that enhance trust

Powered by EIR WORKstream, these solutions are faster to deploy and easier to scale. It ensures accuracy and transparency across bonus planning and proration scenarios without overloading your team.



Simplifying Finance & Compliance in Real Time

Manual month-end accruals drain time and create risk. We replace manual effort with automation inside SuccessFactors—enhanced by EIR WORKstream—to deliver:

Automated bonus accruals
based on eligibility and
headcount logic

Audit-ready transparency
with traceable, clean data

Reliable edge case handling
(terminations, rehires, transfers)

Financial projections
you can trust and verify

EIR WORKstream's intelligent rule engine complements standard platform capabilities to support compensation and finance teams with accurate accrual alignment and reduce end-of-cycle surprises.





Turning Compensation Data into Strategic Insight

Disconnected data makes strategic planning nearly impossible. We help organizations move from reactive to proactive by transforming SuccessFactors into a comprehensive compensation control center.

- Source-of-truth inputs eliminate reconciliation headaches
- Real-time dashboards improve visibility into trends, usage, and equity
- Embedded audit support ensures compliance at every step
- EIR WORKstream adds real-time analytics and advanced reporting layers

The result: HR and Finance are better aligned and empowered to lead with confidence.



Empowering HR to Lead with Data

When aligned, automated, and transparent, compensation becomes a powerful performance driver. With EIR, your systems do more:

Reclaim time for strategy
by automating repetitive tasks

Align rewards
with business contribution

Support equitable pay
decisions with real-time insights

Scale systems
with organizational growth

EIR clients use WORKstream to visualize and act on data across the compensation lifecycle—from target settings, planning to post-cycle reporting—with intuitive tools that increase adoption and impact.

"Superior product knowledge, first-rate support, and unparalleled problem-solving. We couldn't have had a successful cycle without EIR."





Getting It Right the First Time: Why Expertise Counts

SuccessFactors is powerful when implemented with precision. Many rollouts fall short by missing real-world compensation nuance. EIR brings:



Senior consultants with deep compensation and platform expertise



Personalized, boutique partnership from start to finish



Disciplined project execution



800+ successful engagements across industries

Our clients achieve 25–30% faster delivery timelines and measurable reductions in manual corrections, planning time, and implementation effort.

What to Ask Before You Choose a Compensation Partner

Make sure your partner is equipped to deliver real results:

- ✓ How do you support complex eligibility, proration, and accrual scenarios?
- ✓ Can you advise on both system design and HR strategy?
- ✓ How do you ensure continuity from implementation through year-end?
- ✓ Do you offer insights and analytics for equitable pay decisions?
- ✓ Do you have proprietary tools like EIR WORKstream that extend SuccessFactors functionality and improve speed to value?





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Choosing EIR Means Leading with Intention



We believe transformation comes from partnership. You bring the vision, and we bring the expertise and tools to make it happen.

[Contact EIR's SuccessFactors Experts](#)

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Founded in 2007 by France Lampron, a pioneer in HR technology, EIR brings a passion for innovation and a deep commitment to client success.

By aligning SAP SuccessFactors® technology with business needs, we help HR teams deliver measurable, strategic outcomes.

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