



SuccessFactors® Expertise.
Delivering HCM Results.



Total Rewards View™

Making the Full Value of Compensation Visible



A practical guide for HR leaders who want stronger retention conversations, without adding manual work.



Core HR



Recruiting &
Onboarding



Learning &
Development



Performance
& Goals



Compensation



Succession
Planning



Platform
Support



The Compensation Gap No One Talks About



When employees consider leaving a job due to compensation, they are often basing this decision on their cash compensation, the most visible part of their pay. Yet, a company provides far more rewards to an employee than base and incentive pay. Other monetary and non-monetary benefits of a job are equally or more important to the Total Rewards picture.

When an external offer arrives, the comparison becomes simple.

Base versus base

Bonus versus bonus

What is often missing from that conversation:

- ✓ Employer-paid medical premiums
- ✓ Retirement contributions and match
- ✓ Disability and life insurance
- ✓ Equity value
- ✓ Training and development
- ✓ Other employer-paid benefits
- ✓ Non-monetary benefits

HR understands the complete investment.
Employees usually do not.



SAP SuccessFactors® manages compensation, benefits, and core employee data, but does not provide a unified, employee-facing total rewards dashboard out of the box. That gap is an opportunity to build retention, trust, and transparency.

EIR Total Rewards View™ was built to address that gap and give employees and applicants clear visibility into their total compensation package. It provides a current, dynamic view that reflects ongoing changes in compensation and employer investment, rather than a static report created once a year.



What We Hear from HR Leaders



Across industries, the message is consistent. Showing total rewards clearly is difficult, time-consuming, and tied to a single moment in the year.

You have likely said:

“We rebuild total rewards statements in spreadsheets every year.”

“It takes weeks to consolidate employer-paid benefits.”

“Employees do not understand what we invest in them.”

“We only communicate total rewards during the compensation cycle.”

“We need stronger support for retention conversations.”

“We do not have time to build a custom dashboard.”

These are operational constraints, not strategic failures. The data exists within SAP SuccessFactors® and third party administrator systems. The gap that companies experience is a vehicle for bringing this employee data together in one easy-to-access consolidated view.

EIR Total Rewards View™ creates that visibility.

It provides a consistent, dynamic view of total compensation that supports real conversations, not just an annual snapshot.





The Operational Reality



Behind those challenges is a familiar process.

In many organizations using SuccessFactors®, total rewards visibility is an annual project tied to compensation planning.

HR pulls data from multiple sources. Base pay from one report. Bonus targets from another. Equity from a separate extract. Employer-paid benefits often require manual calculation using rate sheets or carrier data. Retirement match and payroll taxes are applied outside the core view. The information does not exist in one ready-to-share location. This process is often repeated for each country where the company pays employees.

The data is consolidated, validated, and formatted into a PDF, spreadsheet, or slide deck. It takes time and careful review.

It does not reflect the many rewards changes that are made throughout the year such as promotions, job changes and new benefit offerings. The static statement does not show how compensation progresses or how employer investment builds over time.

When elements of a total rewards package are not easily accessible, an employee makes a job decision based on incomplete information.



How EIR Total Rewards View™ completes the SAP SuccessFactors® Rewards Picture



SAP SuccessFactors® is designed to manage HR data. It supports compensation cycles, variable pay programs, employee records, payroll, and benefits administration. It stores the information accurately and reliably. What it does not provide is a unified, employee-facing total rewards view.

There is no native dashboard that consolidates base pay, incentive value, equity, training and employer-paid benefits into one clear summary for employees. There is no structured view that shows total employer investment in a way that supports total rewards transparency to employees without additional manual work.

As a result, HR teams bridge that gap through time-consuming workarounds, or not at all. They extract data across modules, and import data from external systems. They calculate employer-paid costs offline. They format statements manually.

EIR Total Rewards View™ extends SAP SuccessFactors® by leveraging data already maintained in the system and applying configured employer contribution logic to create a single, structured dashboard.

By consolidating all monetary and non-monetary elements of total rewards into one easily accessible employee-facing view, it:

Reduces manual reporting and reconciliation

Provides employees with a consistent, self-service resource

Equips HR with a practical tool for attraction and retention discussions

The data remains in SAP SuccessFactors®. EIR Total Rewards View™ makes that data usable



What HR Gains Operationally



This is where operational pressure eases.

✓ AUTOMATION

HR no longer manually rebuilds total rewards statements. Compensation and employer-paid investment are automatically consolidated from existing SAP SuccessFactors® data.

✓ CONSISTENCY

Every employee and manager sees the same structured view. Conversations are grounded in a shared source of truth rather than customized spreadsheets.

✓ REAL-TIME ACCURACY

Information reflects what is maintained in SAP SuccessFactors®. No separate calculations. No offline estimates.

✓ CUSTOMIZATION

HR creates a view that is consistent with the company's culture. If position in range or employer contributions to benefits are not shared with employees, this information is omitted.

✓ AUDIT CONFIDENCE

Reduced reliance on spreadsheets. Fewer formatting errors. More time available for strategic advising instead of manual reporting.

What Employees Gain



✓ VISIBILITY INTO THE FULL INVESTMENT

Employees can easily see and appreciate the total amount the company invests in them, not just their cash compensation. **Full investment is clear.**

✓ CONTEXT FOR CAREER GROWTH

Total Rewards are not limited to a single moment. Increases, promotions, and employer contributions are visible over time as part of a progression. **Growth becomes measurable.**

✓ BETTER-INFORMED CAREER DECISIONS

When an external offer is presented as a base comparison, employees can see the full value they would be leaving behind. **The decision is informed, not partial.**

✓ TRANSPARENCY THAT BUILDS TRUST

Structured, consistent information reduces confusion. Employees do not need to request breakdowns or rely on estimates. **Clarity reinforces credibility.**

✓ A MORE STRATEGIC CONVERSATION

Compensation discussions move beyond line items and focus on overall investment and long-term value. **Employees gain perspective, not just numbers.**

How Retention Conversations Change

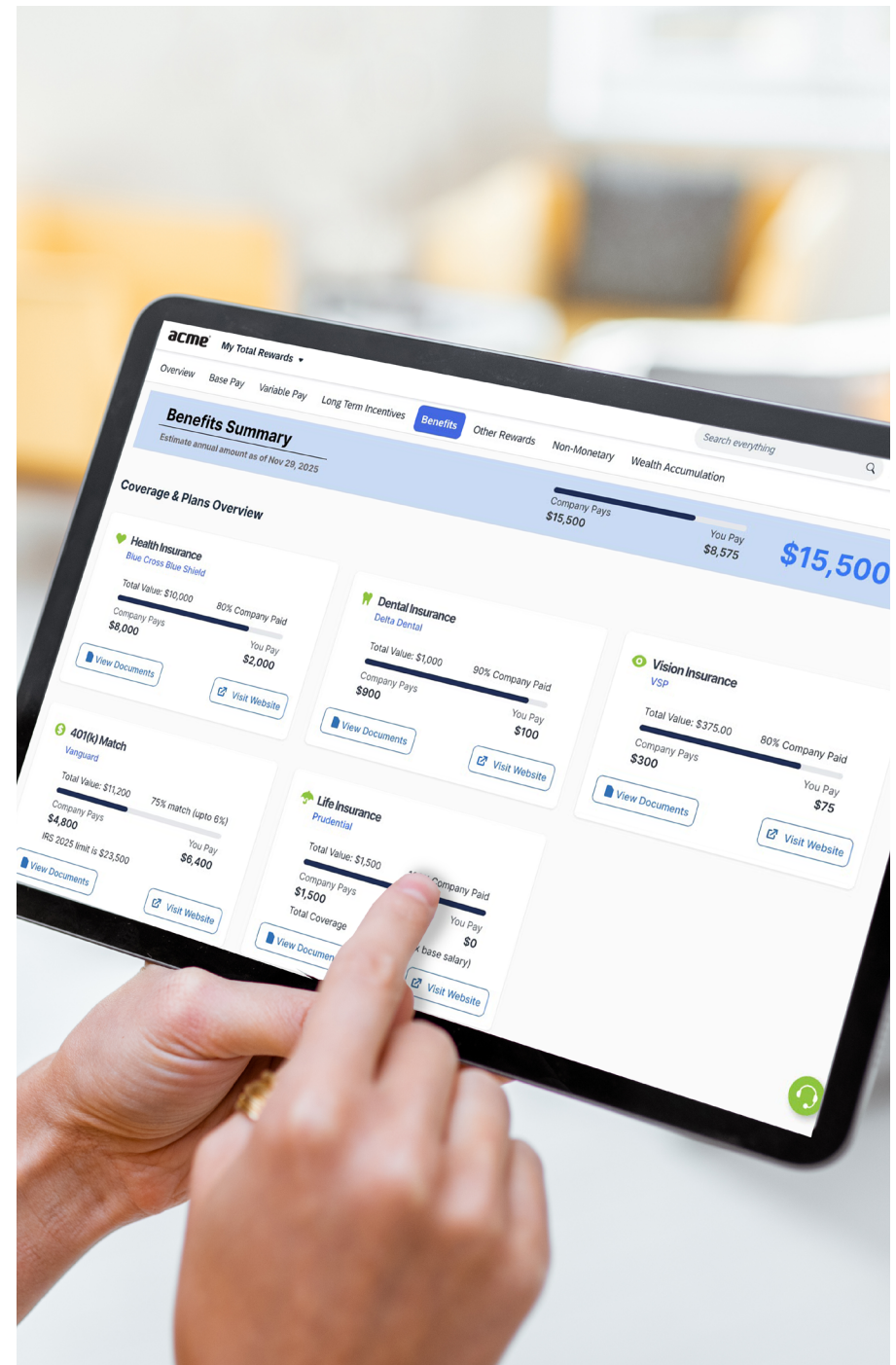
Consider a common scenario.
An employee receives an external offer.

Without EIR Total Rewards View™, HR manually builds a comparison. The discussion centers on base salary. Employer-paid value is explained verbally or estimated. The employee sees a single number from the outside and compares it solely to salary.

With EIR Total Rewards View™, the employee opens their dashboard. Total employer investment is immediately visible, including base pay, incentives, benefits, retirement contributions, and equity, where applicable.

The conversation expands beyond salary alone to full investment, including what the organization is providing today, for their future, and how that investment has grown over time.

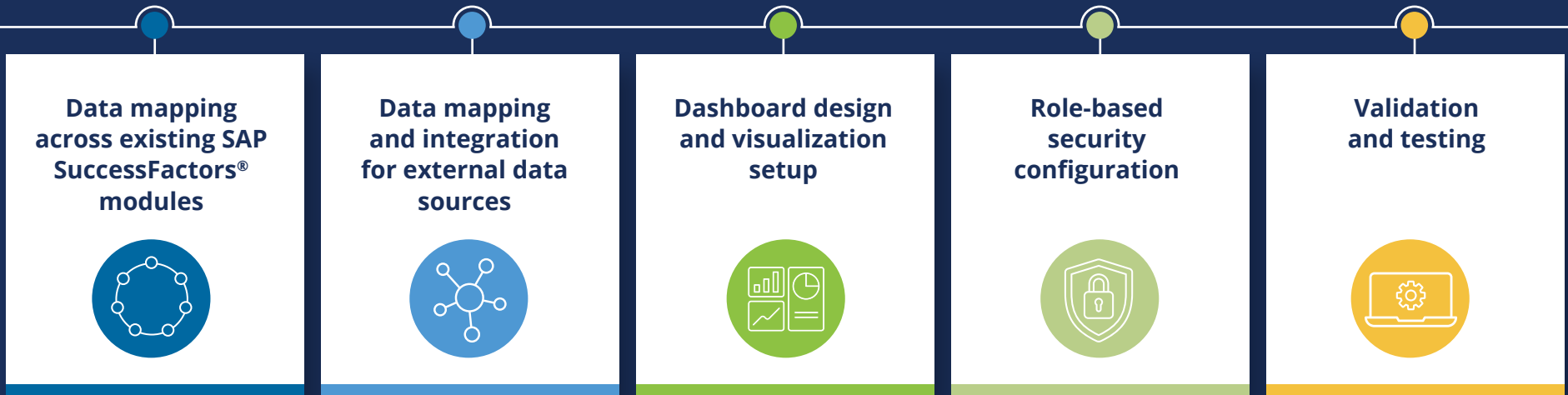
Employees can see the tangible value of a complete compensation package and the trajectory of that investment. The discussion becomes informed, transparent, and grounded in data rather than assumptions.



Implementation Approach

Implementation is structured, defined, and grounded in your existing SAP SuccessFactors® environment.

The process includes:



The objective is straightforward: use data already maintained in the system to create employee-facing visibility without adding administrative burden, and make it easy to import data from external data sources.





Structured for Efficiency



Total Rewards View™ aligns with how HR operates.

It supports teams without dedicated business intelligence resources or compensation analytics departments. It reduces manual report building and creates structured insight from data already in the system.

It is especially relevant for organizations focused on retention, pay transparency, and reducing manual workload during compensation cycles.

Total Rewards View™ supports proactive, informed conversations and ensures compliance with state and country pay transparency laws.



Total Rewards View™



A clear way to show the full value of what you invest in your people.

It turns stored compensation data into visible employer investment.

It strengthens the return on your SAP SuccessFactors® investment and supports retention conversations without adding manual work.

See Total Rewards View™ in action.

Schedule a product walkthrough.



SuccessFactors® Expertise.
Delivering HCM Results.



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](#)

SuccessFactors® Expertise. Delivering HCM Results.

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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