



EIR WORKstream® : Bonus Accruals Automation

Improve Accuracy and Compliance.
Speed up Period-End Close Process.



The Problem

Manually managing bonus accruals in spreadsheets—or via unsupported internal tools—creates bottlenecks, compliance risk, and friction between HR and Finance. As Incentive Plans evolve, organizations need a reliable, automated solution that integrates directly with SAP SuccessFactors®. Without automation, bonus calculations are simpler but result in higher overall bonus costs.

The Solution: WORKstream® Bonus Accruals

Built by EIR's SAP SuccessFactors® experts and compatible with SuccessFactors Variable Pay, WORKstream® Bonus Accruals automates bonus accruals calculations and reporting. It streamlines the collection, transformation, and output of Variable Pay data to produce fast, accurate, and audit-friendly reports ready.

What It Does

- Eliminate Financial reporting risks — no spreadsheets, no inconsistent forecast
- Eliminate Operational and compliance risks — Speed period-end closes; accurate proration
- Eliminate People, cash, and legal risks — consistent rules, no more over/underpayments
- Rules-based calculations aligned to plan documents

Helpful When...

- You're relying on manual spreadsheet processes for monthly accruals
- Your homegrown solution lacks internal support or integration
- Finance needs fast, accurate bonus accruals data for compliance and reporting
- You need to scale to multiple plans, business units, or currencies

Real Results

"Our quarterly bonus accruals process is going "flawlessly" and no issues, it has been a huge time savings and money savings now that full proration is in effect. COMPENSATION MANAGER

Client Story: Healthcare Leader

A national healthcare organization managing all incentive plans in SAP SuccessFactors struggled with slow, manual bonus accrual calculation and reporting.

EIR WORKstream® Accruals automated the data collection and transformation process—cutting report turnaround from days to minutes, and enabling Finance to review bonus accruals data with confidence.

Why EIR WORKstream®

Reduce
Compliance Risk
Increases Accuracy
and Speed

Fully integrated
with your SAP
SuccessFactors
environment

Modular, scalable,
and supported by
EIR's Professional
Services team

Trusted by
enterprise
compensation and
finance leaders