



EIR WORKstream®: Incentive Pool Management

Track, Cascade, and Reconcile Incentive
Budgets in Real Time.



The Problem

Organizations using incentive pools instead of traditional manager budgets in SuccessFactors find it challenging to load manager budgets for planning and to track pool spending based on manager recommendations.

The Solution: WORKstream® Incentive Pool Management

Developed by EIR's SAP SuccessFactors® experts, this tool enables organizations to manage incentive budgets using pools. Executives can allocate budget pools across teams, and Incentive Pool Management links with SuccessFactors Compensation Worksheets to assign budgets to managers and track spending at the pool level.

What It Does

- Tracks hundreds of incentive pools
- Cascades the incentive pool budget to planners and/or specific employees
- Reconciles pool spend dynamically during the planning cycle
- Automatically updates SAP SuccessFactors with new pool values if updated during the cycle

Helpful When...

- You manage and track spend on dozens or hundreds of incentive pools
- Incentive Pools need to be updated frequently or adjusted in real time
- You want to empower business leaders to manage their own pools and cascade at the desired level

Real Results

"Trying to iterate hundreds of incentive pools in real-time is next to impossible. I need to cascade budgets and reconcile spend quickly and easily during planning." COMPENSATION MANAGER

Client Story: Fortune 500 Company

One of the largest privately held companies in the U.S. was managing over 300 pools using a homegrown system. It couldn't integrate with SAP SuccessFactors or easily cascade funds.

EIR WORKstream® Incentive Pool Management replaced the tool, enabling planners to manage their own pools, cascade budgets, and reconcile spend in real time.

Why EIR WORKstream®

Built by
certified SAP
SuccessFactors®
specialists

Designed for
high-volume,
complex incentive
structures

Fully embedded
within the
planning cycle

Scales across teams,
geographies, and
business units