



EIR WORKstream®



Built by SAP SuccessFactors® Experts. Designed to Close the Gaps That Matter.

EIR WORKstream® is a suite of modular applications that automate the complex, manual compensation processes SAP SuccessFactors® doesn't solve out of the box.

Built by EIR's SAP SuccessFactors® implementation experts on the SAP Business Technology Platform (BTP). Each WORKstream® module targets a specific need, from bonus accruals to incentive plan design, and turns it into a scalable, repeatable, audit-ready process.



Why WORKstream®

Built by certified SAP SuccessFactors® experts

Solves real-world compensation problems

Modular—choose what you need, when you need it

Built on SAP Business Technology Platform (BTP)

Trusted by HR and Finance leaders in complex enterprise settings



Bonus Accruals Automation

HANDLE COMPLEX PRORATION ELIMINATE MANUAL OVERHEAD.

Use your existing Variable Pay templates to generate fast, accurate monthly accruals for Finance, without relying on spreadsheets, custom development, or internal delays.

CLIENT STORY: A healthcare organization reduced accrual processing time from days to minutes by automating data scrubbing and reporting.

CLIENT STORY: A restaurant and travel stop organization achieves quarterly savings of **\$2 million** by automating its bonus accrual calculations, replacing a system previously unable to manage complex prorations.



Incentive Pool Management

TRACK, CASCADE, AND RECONCILE INCENTIVE BUDGETS IN REAL TIME.

Manage hundreds of pools efficiently. Cascade funds, reconcile spend, and update SAP SuccessFactors Compensation budgets dynamically—no homegrown tools required.

CLIENT STORY: A Fortune 500 used *WORKstream* to replace its custom tool, enabling **real-time Direct Drive bonus pool adjustments across 300+ plans**.



Advanced Compensation Analytics

GENERATE REAL-TIME EXECUTIVE REPORTS WITHOUT THE MANUAL WORK DURING YOUR COMP CYCLE.

Delivers calibrated, role-specific reports built directly on SAP SuccessFactors data—eliminating delays, formatting errors, and pay equity blind spots.

CLIENT STORY: A national retailer **replaced 8-person report prep cycles** with instant, board-ready analytics.



Incentive Plan Design

CREATE A CENTRAL INVENTORY. STREAMLINE MODELING AND COMPLIANCE.

Capture, compare, and report on hundreds of incentive plans in one place. Allow each line of business to define its plans, set measures, and establish targets.

CLIENT STORY: A global company **replaced 300+ spreadsheets** with a centralized plan management system, saving hundreds of hours annually.

Let's work together

By combining deep expertise with a client-first approach, EIR ensures every engagement produces meaningful outcomes. We transform HCM technology into a strategic enabler of business success, helping HR & HCM teams deliver quality, impactful results that elevate their organizational role.



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