

COMPENSATION MANAGEMENT

Compensation Management is an advanced salary planning tool that enables Managers and Human Resource departments to streamline the focal review process.

MULTIPLE BENEFITS

In addition to supporting multiple budget allocation methods, suitable for a wide range of industries, it eliminates paper, provides numerous planning "views" for management and significantly reduces the time spent on the entire budget planning process.

MULTIPLE MODELS

Compensation Management offers the utmost in flexibility to begin the process - budget increases by department or a pay plan using a merit matrix model. Once the pay plan is approved, managers get allocated their budgets automatically through the click of a button.

VARIANCES AND OVER/UNDER BUDGETING

The Compensation Planner tracks manager increases against budget and displays the variance for all pay types. The system has the capability to perform both direct and indirect roll up totals so managers, as well as the CEO/COO/CFO, can determine if the company is over or under budget.

Compensation Management then feeds your payroll system with approved increases at the completion of the planning process.

The standard report library includes Total Compensation, Bonuses by Department, Employees Compensated Outside of Pay Range, and the ability to generate increase confirmation letters for all employees.

ADDITIONAL REPORTS

Our built-in ad hoc Report Writer and Query tool provides great flexibility in generating answers to your compensation questions by providing quick and easy access to all compensation-related fields for inclusion in your own reports.

HIGHLIGHTS

- ✓ Compensation Modeling
- ✓ Manager Worksheet to allocate budget
- ✓ Tools for the HR and/or Payroll administrator
- ✓ Merit matrix and other budget allocation methods
- ✓ Variances
- ✓ Direct/Indirect roll ups
- ✓ Report library

Grand Total	Department	Supervisor	Status	Current Salary	Total Compensation	Base Salary	Merit Bonus
2,172,310.97				2,270,078.82	43,768.40	0.00	13,200.00
448,023.00	Administration			448,023.00	448,023.00	0.00	0.00
42,000.00		William Adams		42,000.00	42,000.00	0.00	0.00
58,200.00		Tim Smith		58,200.00	58,200.00	0.00	0.00
287,803.00		Mary Jane		287,803.00	287,803.00	0.00	0.00
77,700.00		John Wright		77,700.00	77,700.00	0.00	0.00
943,723.88	Finance and Accounting			943,723.88	943,723.88	0.00	0.00
97,498.44		Felicie Adams		97,498.44	97,498.44	0.00	0.00
61,877.85		Patricia Williams		61,877.85	61,877.85	0.00	0.00
224,385.94		John Johnson		224,385.94	224,385.94	0.00	0.00
84,510.29		Walter Wilson		84,510.29	84,510.29	0.00	0.00
37,800.00		Diane Lambert		37,800.00	37,800.00	0.00	0.00
88,250.00		Charles Kramer		88,250.00	88,250.00	0.00	0.00
173,585.00		Mary Adams		173,585.00	173,585.00	0.00	0.00
44,700.00		Henry Miller		44,700.00	44,700.00	0.00	0.00
83,000.00		Sandra Bullock		83,000.00	83,000.00	0.00	0.00
78,716.00		Steve Austin		78,716.00	78,716.00	0.00	0.00
0.00	Human Resources			0.00	0.00	0.00	0.00
760,760.00		Felicie Adams		760,760.00	760,760.00	0.00	0.00
361,201.70		Cathy Smith		361,201.70	361,201.70	0.00	0.00
80,712.00		Fath Ali		80,712.00	80,712.00	0.00	0.00
43,998.00		William Gray		43,998.00	43,998.00	0.00	0.00
63,130.00		Renee Stribling		63,130.00	63,130.00	0.00	0.00
39,800.00		Mary Jane		39,800.00	39,800.00	0.00	0.00
41,741.00		Henry Miller		41,741.00	41,741.00	0.00	0.00
43,876.00		Diana White		43,876.00	43,876.00	0.00	0.00
84,800.00				84,800.00	84,800.00	0.00	0.00



FUNCTIONAL AREAS COVERED

MANAGERS

- Reduces overall time spent on budgeting
- Budget increases by department
- Merit matrix model
- Planning worksheet w/assigned employees
- Merit, adjustment & promotion dollars
- Variance to budget, by pay type
- Confirmation letters to employees
- Real-time compensation data
- Ad hoc report writer and queries

COMPANY

- Offers multiple budget allocation methods
- Roll up to enterprise level view
- Drill down to employee level view
- Variances to budget, by pay type
- Budget & increase overrides
- Eliminates paper
- Approved increases to payroll
- Integrated system – not stand alone
- Compensation Metrics

ABOUT NUVIEW SYSTEMS

NuView Systems is a global provider of HR & Payroll software tools that enable business strategy through advanced HR technology, across the enterprise, on a worldwide basis. Designed for organizations with a strategic HR vision, which utilize our flexible technology to achieve that vision, NuView's clients are leading organizations that have improved organizational effectiveness and earned global recognition for the strategic delivery of HR & Payroll services to their respective organizations.

NuView's web native product suite has won numerous awards, including "Top Ten HR Products of the Year" by Human Resource Executive magazine, and a Human Resource Technology Excellence Award for Innovative & Creative Development of HR Technology Solutions – HRMS.



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SELF-SERVICE (ESS & MSS)
RECRUITING MANAGEMENT
CANDIDATE SELF-SERVICE
TRAINING ADMINISTRATION

PERFORMANCE MANAGEMENT
SUCCESSION MANAGEMENT
TIME ENTRY
PAYROLL
REPORTING

METRICS
LEGAL LINE
GLOBAL CAPABILITIES