

# 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 Query builder and ad hoc Report Writer provide 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
- ✓ Salary Surveys

Grand Total	Department	Supervisor	Status	Current Salary	Total Compensation	Base Salary	Merit Bonus
2,179,310.17				2,179,310.17	2,215,276.00	2,215,276.00	0.00
446,823.00				446,823.00	459,819.00	459,819.00	0.00
42,000.00				42,000.00	45,140.00	45,140.00	0.00
79,200.00				79,200.00	81,303.00	81,303.00	0.00
287,803.00				287,803.00	276,861.00	276,861.00	0.00
77,700.00				77,700.00	79,854.00	79,854.00	0.00
940,723.00				940,723.00	967,062.00	967,062.00	0.00
97,485.41				97,485.41	100,040.00	100,040.00	0.00
86,877.60				86,877.60	87,881.00	87,881.00	0.00
224,261.84				224,261.84	230,053.00	230,053.00	0.00
94,700.00				94,700.00	96,000.00	96,000.00	0.00
79,000.00				79,000.00	74,872.00	74,872.00	0.00
170,000.00				170,000.00	168,915.00	168,915.00	0.00
44,700.00				44,700.00	45,282.00	45,282.00	0.00
44,700.00				44,700.00	44,700.00	44,700.00	0.00
170,700.00				170,700.00	164,900.00	164,900.00	0.00
0.00				0.00	88,820.00	1,574.20	0.00
762,762.00				762,762.00	762,762.00	762,762.00	0.00
802,210.14				802,210.14	802,210.14	802,210.14	0.00
283,716.00				283,716.00	2,747.00	2,747.00	0.00
43,000.00				43,000.00	43,000.00	43,000.00	0.00
83,100.00				83,100.00	84,767.00	84,767.00	0.00
59,800.00				59,800.00	64,802.00	64,802.00	0.00
41,810.40				41,810.40	41,810.40	41,810.40	0.00
43,243.00				43,243.00	42,264.00	42,264.00	0.00
43,243.00				43,243.00	43,243.00	43,243.00	0.00
34,000.00				34,000.00	34,000.00	34,000.00	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
- 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

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## 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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## COMPENSATION MANAGEMENT

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

PERFORMANCE MANAGEMENT  
SUCCESSION MANAGEMENT  
TIME ENTRY  
PAYROLL  
REPORTING

METRICS  
LEGAL LINE  
GLOBAL CAPABILITIES  
MOBILE CAPABILITIES