



# Compensation@Work

Compensation@Work (part of Saba's Intelligent Talent Management<sup>®</sup> solution) is a fully configurable global compensation management application enabling organizations to design and implement effective compensation strategies aligned with their business objectives.

## Reward and Retain Your Top Talent

Determining and providing the right compensation for each person, whether it takes the form of base pay, merit pay or variable pay and incentives, is critical to being able to engage and retain top talent. In today's economy many companies are unable to retain their high-potential employees and stars as the compensation cycle has become a time-consuming and costly burden, unable to identify at-risk employees and provide personalized recommendations. The results are undesired attrition, inefficiency, deep frustration for both the business and HR, limited governance, and in many cases, unnecessary costs.

Saba brings an innovative, unique and fresh new approach to compensation management to help organizations make better decisions and retain their high-performing workforce.

*“After hating the merit-pay-increase matrix for 25 years, imagine my delight in seeing that Saba plans to debut a big data and machine-learning product that encourages you not to treat every employee the same, tells you who needs to be treated differently and even indicates how much the good ones may cost to keep them from leaving!”*

**Bill Kutik**, HR Technology Columnist and Co-Chair Emeritus of the HR Technology<sup>®</sup> Conference



Retention vs. replacement analysis with personalized recommendations

“Saba’s Compensation@Work provides a very clean, user-friendly interface; its machine-learning smarts and wizards make it a powerful and flexible tool for managers and admins alike.”

Lisa Chan, Manager, HR Operations and Application Support, OMERS, Canada

### Key Benefits

- **Smart and proactive:** Leverages machine learning and big data to identify employees at the intersection of a) high value, b) high risk of departure, and c) who are not at the top of their compensation band (in terms of trends and peers) and then offers personalized suggestions for corrective compensation actions designed to reduce the risk of attrition and to retain your top talent and high potentials. Compares the costs to retain against the costs to replace an employee in an easy to read dashboard. Goes beyond merit-pay-increase matrix.
- **Flexible and powerful:** Budget planning tools with “what-if?” analysis to help increase budget accuracy and effectiveness in meeting business objectives.
- **Easy to use for comp admins and managers alike:** Makes the very complex plan creation process and allocation super simple without any loss of advanced features (similar to TurboTax®).



Manager’s configurable worksheet

“Saba’s risk and retention analysis is very powerful. This is an exciting innovation that can help many organizations like ours.”

Barbara Lewis, Director of Talent Management, AdvantEdge Healthcare Solutions



Flexible and powerful planning tools



Reports and analytics dashboard

## Features

### Intuitive dashboards for managers

- Empowers line managers to effectively use available budgets for recognizing top performers
- Helps managers adhere to compensation guidelines while improving transparency
- Enables better decisions with easy-to-use dashboards and analytics

### Intelligent compensation budget planning

- Enables top-down, bottom-up or combination approach to budget planning with powerful “what-if” analysis tools
- Allows for importing guidelines and/or building complex formulas to design an effective plan aligned with the business strategy
- Helps easily allocate compensation components within agreed budgets and corporate guidelines
- Handles complexities of multi-national and multi-currency budgeting and forecasting in a single platform

### Smarter analytics and visualization

- Reduces the time and cost of the annual cycle
- Eliminates the risk of non-compliance with regulatory requirements
- Captures and analyzes compensation data for modeling and reporting

### Intelligent Talent Management

Compensation@Work runs on Saba is a certified secure, scalable, and highly available global cloud. Saba provides robust APIs and preconfigured connectors to integrate with other internal and external systems. With machine learning at its core, Intelligent Talent Management powered by Saba Cloud delivers proactive, personalized recommendations on compensation, succession, performance, recruiting and learning to help unlock potential across the entire workforce.



>> **Contact us to schedule a live demo and preview!**



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