Datasheet
HCM Solution

Talentia Compensation
Complexity Made Easier

TalenTia
FINANCE & HR SOLUTIONS

Attract, reward & motivate ▪

Develop your salary policy with confidence.

Pay is a fundamental and motivational subject for employees. To be effective, it needs to be positioned correctly with other employers in your industry and geographical region. Controlling the salaries while remaining competitive with market remuneration trends is quite a balancing act.

Talentia Compensation gives you the keys to answer this equation and supports you in the salary review process. With all the information in one solution, easily define compensation packages that attract and retain top talent around the world.
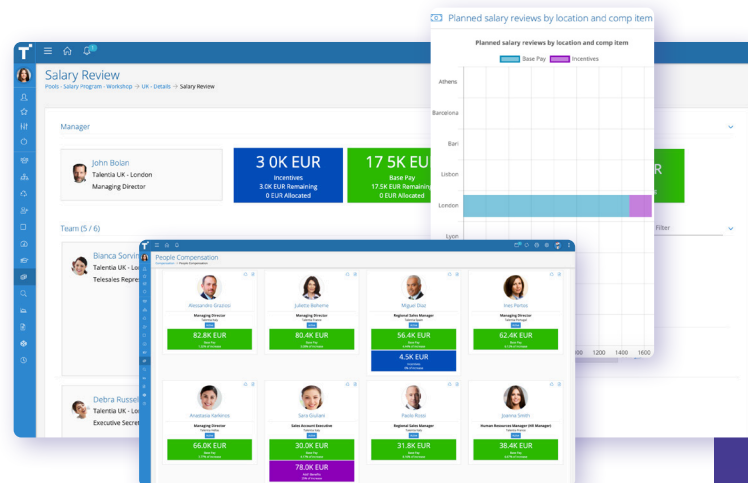
Managing talent and skills requires fair and motivating policies and benefits. The challenge being to maintain your company's attractiveness in a highly competitive market, where the battle to attract and retain the best talent is becoming increasingly fierce.

With Talentia Compensation you can compare your compensation with other market players, measure gaps and develop fair and competitive policy. Talentia Compensation is a powerful and easy to use system that allows you to:

- Compare salaries internally and also compare the market
- Visualise and analyse the salary history, hierarchy, and employee performance
- Salary program and participants are easily defined based on org-structures, or ad-hoc
- Set the start and end dates for the different stages of the campaign
- Calculate the amount and the rules for allocating, in collaboration with the Finance Department.

Pay review is made easier thanks to Talentia. The automated solution allows organisations to save valuable time and money by eliminating the administrative burden of manual and fragmented processes, particularly when creating, distributing and collating salary information.

Every week and month spent gathering, correcting, compiling, communicating and analysing the huge volume of information distributed throughout your organisation, could be used instead to complete tasks with greater speed and efficiency.

Talentia HCM will help you optimise

Decide
Make better, informed compensation decisions

Award
Align employee awards with business objectives and results
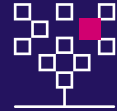
Manage
Manage multi-currency compensation and budget

Update
Manage bulk-updates to salary information

Complete
Integrated workflow with alerts to ensure deadlines are met

Conduct & Formulate Salary Review

- Conduct salary analysis using both internal and external data
- Select external market data or internal policies to compare compensation for various pay groups
- Upload Salary benchmarking data from an external file
- Base salary plans on a dedicated policy, employee performance (merit matrix) and with budget constraints
- Model data, compare and analyse what-if scenarios.

Optimise & Simplify the Pay Review Process

- Automatically route pay proposals through an approval process
- Automatic suggestions based on configurable merit matrices, compensation benchmarks and performance assessment
- End-user analytics and dashboards
- Budget allocations (at company, department, or division level)
- Checks and guidance to reduce the opportunity for errors
- Manage multiple review plans such as operating unit, function and location.

Talentia HCM

A suite of modules covering the whole hire to retire process.

Talentia HCM

HR Administration
- Core HR*
- Onboarding
- HR Intelligence
- Absence Management
- Charting
- Virtual Assistant
- Social and Collaboration
- Survey

Recruitment
- Recruitment Management
- ATS powered by Arca 24

*Prerequisite for all modules

Talent
- Performance
- Talent Management
- Succession and Career
- Continuous Feedback

Learning & Development
- Training Management
- LMS

Compensation
- Salary Analysis
- Pay Review

Talentia HCM — DIGITALISATION, ANALYTICS, COLLABORATION
RECRUITMENT, HR ADMINISTRATION, ABSENCE, REPORTING, COMPENSATION, TALENT, LEARNING & DEVELOPMENT

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