

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

Grand Total	Department	Supervisor	Status	Current Salary	Total Compensation	Base Salary	Merit Bonus
2,179,312.17				2,179,312.17	2,179,312.17	2,179,312.17	0.00
448,823.10	Administration			448,823.10	448,823.10	448,823.10	0.00
42,000.00	Administration	Markus Adams	PS	42,000.00	42,000.00	42,000.00	0.00
78,200.00	Administration	Tom Bode	PS	78,200.00	78,200.00	78,200.00	0.00
287,400.00	Administration	Greg Jones	PS	287,400.00	287,400.00	287,400.00	0.00
77,700.00	Administration	John Long	PS	77,700.00	77,700.00	77,700.00	0.00
343,700.00	Police and Accounting			343,700.00	343,700.00	343,700.00	0.00
87,488.41	Police and Accounting	Police Admin	PS	87,488.41	87,488.41	87,488.41	0.00
86,877.80	Police and Accounting	Police Admin	PS	86,877.80	86,877.80	86,877.80	0.00
224,281.84	Police and Accounting	Police Admin	PS	224,281.84	224,281.84	224,281.84	0.00
34,300.00	Police and Accounting	Police Admin	PS	34,300.00	34,300.00	34,300.00	0.00
31,800.00	Police and Accounting	Police Admin	PS	31,800.00	31,800.00	31,800.00	0.00
68,200.00	Police and Accounting	Police Admin	PS	68,200.00	68,200.00	68,200.00	0.00
179,888.00	Police and Accounting	Police Admin	PS	179,888.00	179,888.00	179,888.00	0.00
44,100.00	Police and Accounting	Police Admin	PS	44,100.00	44,100.00	44,100.00	0.00
81,888.00	Police and Accounting	Police Admin	PS	81,888.00	81,888.00	81,888.00	0.00
78,700.00	Police and Accounting	Police Admin	PS	78,700.00	78,700.00	78,700.00	0.00
0.00	Police and Accounting	Police Admin	PS	0.00	0.00	0.00	0.00
790,760.00	Police and Accounting	Police Admin	PS	790,760.00	790,760.00	790,760.00	0.00
361,281.70	Police and Accounting	Police Admin	PS	361,281.70	361,281.70	361,281.70	0.00
63,710.00	Police and Accounting	Police Admin	PS	63,710.00	63,710.00	63,710.00	0.00
44,787.80	Police and Accounting	Police Admin	PS	44,787.80	44,787.80	44,787.80	0.00
61,188.00	Police and Accounting	Police Admin	PS	61,188.00	61,188.00	61,188.00	0.00
84,882.80	Police and Accounting	Police Admin	PS	84,882.80	84,882.80	84,882.80	0.00
59,800.00	Police and Accounting	Police Admin	PS	59,800.00	59,800.00	59,800.00	0.00
81,418.40	Police and Accounting	Police Admin	PS	81,418.40	81,418.40	81,418.40	0.00
43,279.00	Police and Accounting	Police Admin	PS	43,279.00	43,279.00	43,279.00	0.00
34,800.00	Police and Accounting	Police Admin	PS	34,800.00	34,800.00	34,800.00	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

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 organisations with a strategic HR vision, which utilize our flexible technology to achieve that vision, NuView's clients are leading organisations that have improved organisational effectiveness and earned global recognition for the strategic delivery of HR & Payroll services to their respective organisations.

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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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