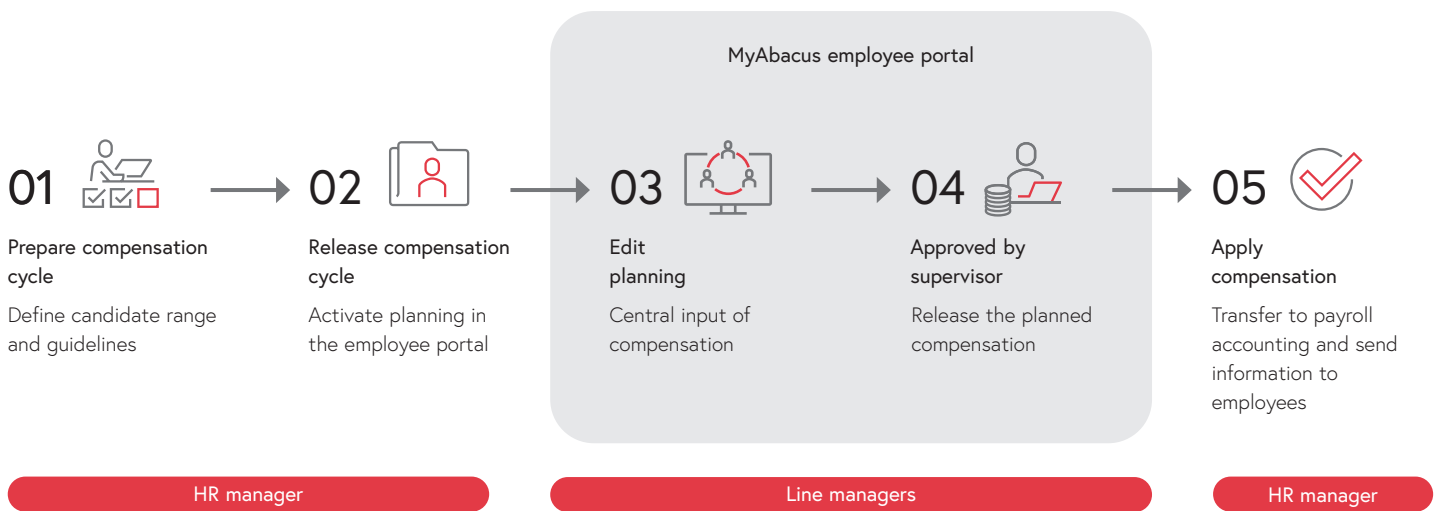


Compensation Cycle

Module for targeted wage development

Process overview: Abacus Compensation Cycle



Eliminate confusing Excel spreadsheets: The Abacus Compensation Cycle enables centralized planning and efficient execution of salary and bonus reviews forming the basis for a fair wage policy.

A fair and transparent wage structure is central to retaining and motivating employees - especially in today's fiercely competitive labour market. Abacus Compensation Cycle supports HR managers and supervisors during the distribution of wage increases and performance bonuses and creates the basis for transparent wage development.

Preparation of the compensation cycle is automated and efficient. Customizable criteria can be used to determine the group of candidates, available budget amounts and compensation proposals. Various factors can be taken into account for the calculation, for example the existing salary structure or the performance of the employees.

Compensation is then distributed centrally by the parties through the employee portal. Personnel changes can be included if necessary and the planning progress can be viewed at any time. Authorizations and access protection can be defined according to your own needs. This means that employee data is always secure.

Individual guidelines ensure compliance with budget and distribution requirements. In the event of deviations, warnings appear to prevent incorrect entries. Once the compensation cycle has been completed, the new data is easily and securely transferred to Payroll Accounting at the touch of a button.

Compensation planning

Compensation review 2023 Active

Selection: 15 organizational unit(s)

35'258.00 / 37'549.20 12'000.00 / 17'400.00

93.9% 69.0%

All Course instructor only + Search... Close Overview Action

Name	Level of employment	High compensation	Increase annual salary	Warnings/Errors
Function	Monthly salary (100%)	Proposal	Increase monthly wage	
Organisational unit	Annual salary (100%)	Low compensation	Performance bonus	
	Brigitte Huser	100.00	2'223.00 (2.9%)	936.00 ●
	Course instructor admin.	6'000.00	936.00 (1.2%)	72.00 ●
	Administration	78'000.00	468.00 (0.6%)	0.00 ●
	Christoph Mahrer	100.00	3'068.00 (3.0%)	3300.00 ●
	Course instructor payroll	8'000.00	1'352.00 (1.3%)	253.85 ●
	Course salary	104'000.00	676.00 (0.7%)	500.00 ●
	Corinne Riedener	100.00	2'964.00 (2.9%)	6222.00 ●
	Course instructor Proj	8'000.00	1'248.00 (1.2%)	478.62 ●
	Course Proj	104'000.00	624.00 (0.6%)	500.00 ●
	Daniel Fischli	100.00	2'756.00 (2.7%)	1144.00 ●
	Course instructor Abea	8'000.00	1'144.00 (1.1%)	88.00 ●
	Course Abea	104'000.00	572.00 (0.6%)	500.00 ●
	Daniela Weder	100.00	3'510.00 (2.7%)	4000.00 ●
	Course instructor HR	10'000.00	1'430.00 (1.1%)	307.69 ●
	Course HR	130'000.00	715.00 (0.6%)	0.00 ●

Your benefits

- Possibility for targeted development of the wage structure
- Significant reduction in administrative and coordination workload
- Preparation of the compensation review at the push of a button
- Easy access and transparent overview for all parties involved in the employee portal
- Secure data access through authorizations and access protection
- Guaranteed compliance with budget and distribution requirements
- No interfaces: Integrated from A to Z into the comprehensive Abacus solution.

More information can be found under: abacus.ch/en/human-resources

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