

Compensation & Rewards

Plan salary increments & bonus based on employee performance!!!



Link Performance to Rewards



Automated Workflows



Flexible Budgeting and configurations



Multiple Entities & Currencies

Link Rewards to Performance

✓ Increment recommendations

Settings	1 Budgeting	2 Increment
All Department ▾	All Reviewer ▾	All Moderator ▾
Type & Search Employ		
Bert	468,000	17 %
Mycroft	819,000	17 %
Mary	936,000	17 %
Hermione Granger	1,071,000	16 %
Ron Weasley		
Harry Potter		

✓ Performance Bonus

Employee	Performance Score	Eligible Bonus	Payout (%)
Ruskin Bond	3.2	40,000	10
Bert	3.3	30,000	14
Mycroft	3.6	20,000	15
Mary	3.4	10,000	16
Hermione Granger	3.9	10,000	17
Ron Weasley	4.5	5,000	37

✓ Budgeting - company, department or even bands wise

Department	Employees	Total Salary	Increment	Adjustment	Budget
All Department	7	3,750,000	664,000.00 (17.71%)	375,000.00 (10.00%)	4,789,000.00
HR	1	350,000	<u>56,000</u> (16.0%)	<u>35,000</u> (10.0 %)	441,000
Customer Experience Management	3	1,900,000	<u>323,000</u> (17.0%)	<u>190,000</u> (10.0 %)	2,413,000
Customer Experience Management (CEM)	3	1,500,000	<u>285,000</u> (19.0%)	<u>150,000</u> (10.0 %)	1,935,000

Increment & Bonus payouts

- Allow Manager & Dept Head recommendations
- Budget control & approval workflow
- Central administration and finalization
- Performance linked
- Market Mid Comparisons

Flexible Budgeting

- By location, company, department or even employee bands
- Supports multiple currencies
- Separate budget for market adjustments
- Bonus budgets based on company or department performance

Comprehensive – Tools, Reports, Letters

✓ Auto-recommendations

Limits | Calculate

Set limits for increment %

Department Wise Summary	Avg. Increment	Min Increment	Max Increment
HR	10.0	0.0	100.0
Customer Experience			
Customer Experience (CEM)			

Next

✓ Comprehensive reports

EMPLOYEE NAME	PERFORMANCE SCORE	TOTAL BONUS	ELIGIBLE
Ruskin Bond	3.5	40,000	40,000
Bert	3.7	30,000	30,000
Mycroft	3.9	20,000	20,000
Marv	4.1	10,000	10,000
			10,000
			5,000
			5,000

✓ Official Letters – Increments & Bonus

Dear Tony Stark,

Performance review allows us to look at the accomplishments and contributions you have made to the org the past months. We take this opportunity to thank you for being a part of the success of Stark Enterprises

Your 2017-18 performance rating is: "Awesome"

Your revised annualized compensation is itemized as follows:

	Current Compensation	New Compensation (Effective April)
Annual Guaranteed Compensation	400000	450000
Variable Bonus Amount (Target)	1500000	1700000
Total Compensation	4,551,100	5,097,200

Auto Recommendations

- Based on employee performance, current salary & budget conditions

Bonus/Increment Letters

- Template based
- Personalization with drag & drop fields
- Issued in PDF format
- Automated email scheduling

Comprehensive Reports

- Increment & Bonus Payouts
- New Salary – Head-wise breakups
- MS Excel formats

We help you **reward & retain** your staff,
fairly & efficiently

Let's Talk



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Watch a video



Schedule a demo