



Product insight  
Lumesse Compensation Management

# Reward. Retain. Incentivise.



Competitive and flexible compensation creates happier, more motivated employees, with reduced retention risk and optimised financial performance. Lumesse Compensation Management gives executives, managers and HR teams the tools and insights to develop attractive, competitive and motivating compensation structures at all levels, based on both market comparisons and corporate objectives.

Get your pay and reward structure right and you'll not only improve your financial performance, but you'll also find it easier to attract, retain and motivate the best talent. Lumesse Compensation Management simplifies this process for everyone. It allows HR people, line managers, and executives to work together to build a compelling and competitive approach to base salary pay, bonuses, long and short term incentives and company benefits - one that's simple, flexible and transparent, and easy to compare against industry benchmarks.

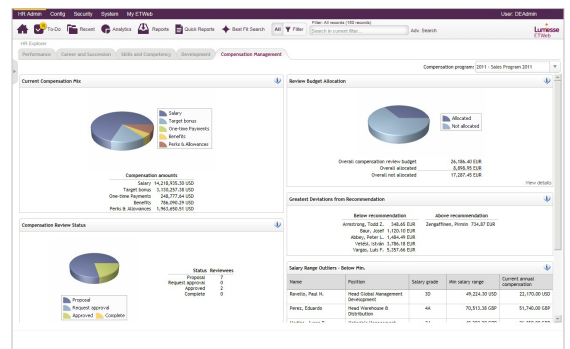
- Better decision-making:** Give executives an instant, global view of your organisation's compensation structure, helping them make the right decisions based on accurate data.
- Balance your compensation budget:** Ensure you meet your financial obligations with better salary planning, tight budget control, and appropriate merit increases with the help of value-added data.
- Drive high performance:** Create a compensation management strategy that links performance to reward, engaging and motivating staff at all levels.
- Find and keep the best:** Use the latest market data and research to compare compensation across jobs, industries and locations. Benchmark your compensation to retain talented people and attract the best external talent.

- Be fair and transparent:** Create consistency across teams and skill areas, with review processes that avoid internal or external imbalances and minimise your retention risk.
- Increase efficiency:** Reduce administration via automated workflows, integrated scenario planning to analyse and adjust all compensation components, and data roll-up enabled throughout the organisation.
- Fairness and consistency:** Compensation reviews ensure consistent salary review processes, while analysis and reporting help create compensation packages and action plans for individuals or target groups.

Lumesse Compensation Management is built around two key capabilities:

- Total Compensation** Builds and reviews comprehensive compensation profiles to motivate employee performance and reduce retention risk. The module creates dynamic, in-depth compensation strategies covering base salaries, long and short-term incentive plans, bonuses, health care plans, stock options and more. Integrated reporting allows you to regularly monitor internal equities and your compensation policies' overall effectiveness. The Compensation Review then eases annual adjustments, creating configurable programmes for target groups and individuals based on performance and merit scenarios.
- Market Compensation**

Maintains your market competitiveness, comparing your current compensation structures against real market data, with easily definable market rates via a combination of different surveys. With an informed view, you are equipped to award market leading salaries and benefits whilst maintaining accountable, up to date outlooks on compensation expenditures.



Lumesse Compensation Management offers an intuitive, multi-language user experience that guides and supports all users in making the most of its extensive capabilities.

## Working together

Compensation Management is a key component of Lumesse Talent Management. It works seamlessly with other modules such as Lumesse Performance Management and Career and Succession Planning, to make a visible link between individual performance and your total pay and reward packages and to create a

high-performance culture with well planned career paths for talent within your organisation.

Compensation Management can be used as a stand-alone solution or as part of an integrated talent management solution.

“Using Lumesse Compensation Management we not only have direct access to market compensation studies, we are also able to connect them with performance and development details for each employee.”  
Carl Zeiss AG

# Lumesse Talent Management

Lumesse Talent Management is the product of many years' experience in helping great businesses unlock their human potential. A true global enterprise solution, Lumesse Talent Management combines deep functionality, powerful business insights and a great user experience:

- Fully integrated modules for HR Management, Performance Management, Compensation Management, Skills & Competency Management, Career & Succession Planning, Learning Management and HR Analytics.
- Flexibility to support individual talent processes or end-to-end talent management.

- Instant access to global, country and functional talent information with powerful HR analytics and reporting.
- Intuitive and easy Internet-based access in any one of over 30 languages.
- Secure data storage with rigorously controlled access, comprehensive user management, and configurable workflows.
- Support from experienced teams around the world who speak your language and understand your culture and business practices.

## About

Lumesse is the only global company making talent management solutions work locally. We help customers around the world to implement successful local talent management initiatives that identify, nurture and develop the right people, in the right place, at the right time. Our multi-cultural background and presence means we understand how to deliver talent solutions that work the way our customers work, as individuals and as teams, because no two people, organisations or cultures are the same. We regard differences as strengths, not as obstacles.

2,000 customers work with us in over 70 countries because they recognise that commitment, innovation and value only come from people. We help customers to unlock and inspire that human potential in their businesses. Our integrated talent management solutions are comprehensive, intuitive, secure and fully internationalised into over 50 languages.

We have Lumesse offices and partners in more than 40 countries, covering EMEA, the Americas and Asia-Pacific. To find your nearest office and talk to someone who speaks your language, visit:

[www.lumesse.com/get-in-touch](http://www.lumesse.com/get-in-touch)



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