

Deltek Talent Compensation

Comprehensive compensation management to help you stay competitive

Deltek Talent Development Benefits:

- » A single database for all compensation related data
- » Simplified automated processes
- » Improved visibility and budget control

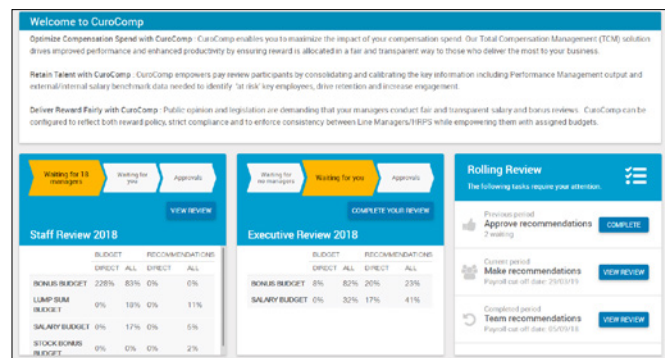
In today's highly competitive market you need to retain your high-performance teams with competitive compensation. Talent Compensation will help you streamline this critical function and allow you to analyze your compensation strategy to ensure you are able to offer the compensation packages needed to attract and retain your talent. Compensation planning is one of the most challenging processes a company undertakes on an annual basis. Our compensation system supports business wide needs and complements existing processes and systems. It accommodates complex compensation rules and structures with multiple currencies. The solution also features flexibility in reporting & analytics, budgeting, and approval hierarchy.

Key Features:

- » Real-time completion monitoring & tracking
- » Powerful drag & drop reporting
- » Visual dashboards
- » Main allocation matrix with employee viewcards
- » Multi-currency
- » Audit trail
- » Incorporate external market data from multiple sources
- » Embedded compensation letters
- » Fully configurable
- » Secure Web based application

Compensation

Compensation Your most valuable incentive for motivating and retaining talent is compensation. Whether you choose to pay for performance or use incentives to drive desired behavior, a comprehensive system to manage the process is an important asset. Deltek's Compensation system enables companies to plan and implement compensation plans, according to their organization's needs, with a solution tied directly to the full talent management suite. Many organizations find the annual compensation review cycle to be exhausting, manual, time consuming, and burdened with a massive administrative overhead.



The Compensation dashboard provides quick and easy monitoring of compensation data to make better decisions.



Why Deltek?

After organizations implement Deltek's system, this is what their annual compensation review cycle looks like:

- Within budget
- More simplified with automated processes and a controlled workflow
- Compensation rewards are underpinned with fairness, consistency and transparency
- Organizations can guarantee strong alignment between salary & bonus recommendations, as well as the output of their Performance Management process
- Both HR and Finance teams experience visibility and budget control
- Underpins absolute confidence in calculations and the integrity of the underlying data
- Demonstrates rigorous governance in line with reward policies
- Has an output, a single database for all compensation and compensation related data which can be maintained as 'always current' throughout the year

For more information, visit deltek.com/talentmanagement

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