

Compensation Management

Introduction

In today's knowledge-based economy, companies need to fully leverage their human capital to sustain a competitive position. This requires integrating employee processes and information with business processes and strategies to achieve optimal business results.

The fundamental task in human resource management is the compensation management. It is a complex task that occurs periodically, demands accuracy and must not be delayed. This is administering and configuring accurately each of the employee compensation scenarios to be included in the payroll process. In absence of a proper HR system such task would be pain staking and time-consuming for the HR staff to do for every payroll period. And the top of it, the HR staff must process payroll on time in each period. They are also faced with undertaking a long list of printing and reporting tasks such as: for pay slip, internal and government forms. Now imagine when your company employs staff who are in charge for multiple jobs at different pay rates or multiple shifts in different locations.

SunFish HR supports these needs by providing extremely flexible methods for the definition of compensation scenarios accurately and automatically, together with a complete set of reporting and

analysis tools. Equipped with series of fundamental payroll set up and processing functions from defining compensation periods, allowance and deductions, component calculation formulas, income and tax process to reporting, the module is able to perform all compensation related tasks instantaneously and flawlessly with only a few mouse clicks. HR staff would need only to repeat this task once every payroll period without the need to re-enter each of the employee's payroll components. When new compensation scenarios are available, HR staff can return and redefine the compensation configuration by employee, group of employees or by any selected component.

SunFish HR streamlines the payroll calculation and processing workflow greatly by bringing together data to be included in this process from 3rd party deduction such as Insurance, time and attendance for regular and overtime hours worked to calculate benefits as well as from reimbursement for approved expenses to be paid with the salary or from loans to deduct installment payments from the salary. Moreover, it integrates tools that simplify tax filing, government reporting, bank transfers, and pay slips. Automated processing allowing implementation of increasingly complex methods of compensation creates options for using pay as a motivator towards performance or talent development goals.

Employee Salary History

No	Salary	Effective Date	Changes Type	Pay Frequency
1.	2,500,000	Jan-08-2001		MONTHLY
2.	5,000,000	Jan-01-2011	Adjustment	MONTHLY

From: kenns@data.on
 To: kenns@data.on
 Date: 04/15/2011 04:47 PM
 Subject: Pay Slip Gordon Enns [MTHIND March 2011]

[2.0] File: Pay Slip [DOI0001] Gordon_Enns [MTHIND March 2011].pdf

Payroll | Pay Slip

Period: HL | October | 2011

Cost Center: -- All --

Grade Category: PRESDIR, President Director

Employee: No Employees in this group.

Sort by: Division | Employee No: [] Search

Last Printed NRP: [] Start From Order No: []

Buttons: Print per Slip, Print All, Export To MS Excel, Send PaySlip Via Email, Reset

DataOn Indonesia
 Jl. Arteri Iskandar Muda No 8 Kebayoran Lama fffddd
 Jakarta Selatan 12220
 Indonesia

Phone: +62.21.722.3535
 Fax: +62.21.722.3055

COMPANY SET REPORT MTHDO Date: 15/Mar/2010

Employee Name	Employee No	Allowance And Deduction Code	Allow deduct	formula	Currency ID	On Pay Slip	Taxed	Net	Fixed	Formula Result	Formula Status
Siti Nurbaya	5000016	ALGASOL	0.0000	%ALGASOL%	IDR	Yes	Yes	Not	Not	0.0000	N
		ALGRADE	0.0000	(%GRADE% EQ '2A' OR %GRADE% EQ '2B')OR%	IDR	Yes	Yes	Not	Yes	0.0000	N
		ALJHT_DO	0.0000	0.037*(@SALARY)	IDR	Yes	Not	Yes	Not	0.0000	N
		AUHTEMP_DO	0.0000	0.02*(@SALARY)	IDR	Yes	Yes	Not	Yes	0.0000	N
		ALJKK_DO	0.0000	0.0174*(@SALARY)	IDR	Yes	Yes	Not	Yes	0.0000	N



Compensation Management

Benefits

SunFish HR includes an effective compensation system, which controls costs and increases productivity. The system also provides the following benefits:

Promotes Transparencies

By allowing employee to view their salary history with all the components reflected on their payroll, employees would have a better understanding of their earnings and performance each period. Thus, employees would be able to plan and improve their future objectives with the organization.

Increased HR Department Efficiency

The HR department needs to configure employee compensation scenarios once before the payroll period end. The system allows you to configure either by individual employee or by group of employees. Once configured, because of the integration with related sub modules to measure employee performance and activity, with a click of the mouse-button, the HR staff can process employee payroll, print the pay slip and all other related reports instantaneously. Hence, the HR department can be completely free from the traditional time-consuming job of processing payroll and focus their full effort on employee development.

Better Management Oversight With Easy of Use, Quick and Accurate Processing

HR staff and authorized users can easily configure compensation scenarios and include all approved salary components for reimbursement and deduction on user-configured criteria. The system is developed with flexibility in mind; the user in no time is able to do the reconfiguration and set new compensation scenarios. The system allows HR staff to reduce repetitive tasks and eliminate human error.

Efficient Payroll Processing, Improved Cost Control

Easier adjustment and configuration of all payroll components and the integration to the financial module will enhance productivity and allow flexibility in controlling cost.

Improved Analysis of Compensation Costs and Allocation

HR staffs have a variety of tools to schedule all the governmental reports and all other internal reports for each period. Managers are able to process analysis reports on-demand for better control and budget allocation for the following period. SunFish HR also provides a remuneration planning module, which allows users to simulate wage increment and analyze each individual performance objective with the actual salary. Thus, all these tools allow the management to determine problem areas by quickly identifying them and make appropriate adjustments to their policy.

Automated Government Compliance Reporting

Government reporting and compliance assurance is time consuming but mandatory. SunFish HR automates this process, thus reducing its costs while improving accuracy.

Multi Currency

SunFish HR supports multi currency that can be set in the setting module. This allows flexibility to compensate employee for any work related expenses in different currencies or employees who are travelling abroad. Its web-based structure allows employee to submit reimbursement in 24/7 wherever they are. Hence, reimbursement and compensation can be submitted appropriately in the correct period.

Happier Employees

With the integration to the financial module, SunFish HR is able to ensure on time processing so that employees will always be confident about receiving their salary on time and accurately.

Features

Multiple Payroll Period

SunFish HR supports multiple periods for payroll payment. With this feature a company policy that has different payroll periods for different types of employee can be easily accommodated. Additionally users can create templates for various payroll data groups that can be applied to a new employee, reducing the necessity of a person by person set up for the same type of employees.

Salary Information

All functions are made available for employee self-service based on the security settings. For compensation management, this gives the company flexibility in allowing transparency to let employee's view the details of their earnings for a given period.

Automates Transaction Journal & Payroll Slip

Once configured and interfaced, payroll will be processed with the click of a mouse-button. The output can be viewed on a journal or on a pay slip before printing. Pay slips can also be generated in password-protected PDF format and be sent to every employee by email. The module also provides automatic 'Letter of Authority' for distribution of the payroll.

Local Regulations Compliance

The flexible and user-friendly settings in SunFish HR allow users to quickly adapt the latest local tax laws and regulations. HR staffs are able to view all reports before printing. This flexibility saves significant time and effort by automating the process of filling in government tax and regulation forms, which were previously manually typed with standard forms and carbon paper.

Customizable Formula

Sunfish HR has the ability to customize formulas based on company policies. Payroll components such as allowance and deduction can also be added for certain payroll period if needed. Component changes or updates such as default value, formula, effective and end date, etc. can be performed via a request-approval workflow. The user-friendly module was developed to accomplish these activities without the necessity to open the source code.

Payroll Calculator

The Payroll calculator quickly displays the results of different income tax calculations. With this module, each employee is given clear information about the tax that they are required to pay or the tax the company paid for them and the details of the calculation.

Merit Increase Analysis and Process

SunFish HR supports merit increase adjustments and analysis. With this module, salary increment based on performance appraisal, length of service and company policy of comparison ratio can be performed and analyzed easily. The parameter that is used in this module can also be change easily to meet company policies.

Remuneration Planning and Analysis

SunFish HR is developed with powerful analysis modules that allows the HR department to analyze the budget needed for certain salary increment. Furthermore, SunFish HR also gives information about the budget needed by the company for the next budgetary period; this information can be drilled down into the smallest division. In addition, a sub module called Remuneration Analysis allows the HR department to identify employees who have salary out of the company's standard range. This analysis is done based on employee competency and performance with certain customizable weighting.

Analysis and Reporting

Compensation management produces a comprehensive range of reports and analysis. HR staff is able to generate payroll reports in detail or by period. With the integration of other related payroll components, the report shows all other components such as employee productivity, reimbursement and deduction.