

# 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 employee compensation scenarios to be included in the payroll process. The absent for a proper HR system, such task would be a pain staking and time consuming for the HR staffs to do for every payroll period. And the top of it, the HR staffs must process payroll on time in each period. They also face with undertaking a long list of printing and reporting task such as: for pay slip, internal and government forms. Now imagine when your company employs staffs who are in-charged 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 the complete set of reporting and analysis tools. SunFish HR improves the efficiency for payroll processing by reducing the cost and time to manage employee compensation. The integration with all related components to process payroll and data to measure employee performance allows SunFish HR to complete online payroll processing subject to each of

individual employee compensation scenarios.

SunFish HR is equipped with series of fundamental functions in the compensation management, from defining compensation scenario, formulate, process to reporting and is able to perform all compensation related tasks instantaneously and flawlessly.. Once the scenarios are defined, the process will be seamless only with few mouse clicks. HR staffs would need only to repeat this task once every payroll period without the need to enter each of employee's payroll components. When new compensation scenarios are available, HR staffs can return and redefine the compensation configuration by employee, group of employees or by any selected component.

Payroll | Report | Component Report

Division: Project

Select Component: ALM - Meal Allowance, ALDVT - Overtime Allowance, ALI - Transport Allowance, DEKCK - Jamsostek KCK (0.24%)

Start Date: 01/01/2003 (mm/dd/yyyy)

End Date: 12/31/2003 (mm/dd/yyyy)

Employee Status: Active, Not Active, All

Display

No.	Employee ID	Full Name	Currency	ALM - Meal Allowance	DEKCK - Jamsostek KCK (0.24%)	KMK - Jamsostek KMK (0.3%)	THT - Jamsostek THT (3.7%)
1.	JNI00013	Andri Sanjaya	IDR	890,000.00	48,000.00	60,000.00	740,000.00
2.	JNI00016	Julianty Wijaya	IDR	880,000.00	48,000.00	60,000.00	740,000.00
3.	JNI00017	Agustina Marawati Soegeng	IDR	220,000.00	8,400.00	10,500.00	129,500.00
4.	JNI00018	Cin Cin	IDR	180,000.00	8,400.00	10,500.00	129,500.00
5.	JNI00020	Teguh Wiledo	IDR	950,000.00	48,000.00	60,000.00	740,000.00
6.	JNI00026	Agung Pramono	IDR	190,000.00	3,600.00	4,500.00	55,500.00
7.	JNI00029	Silvia Iranita	IDR	190,000.00	2,400.00	3,000.00	37,000.00
8.	JNI00030	Viskaya Purbewo H	IDR	210,000.00	6,000.00	7,500.00	92,500.00
9.	JNI00032	budi	IDR	200,000.00	3,600.00	4,500.00	55,500.00
10.	JNI00035	Yanton A	IDR	210,000.00	7,200.00	9,000.00	111,000.00
11.	JNI00036	Anom P Hatmoko	IDR	190,000.00	4,800.00	6,000.00	74,000.00
12.	JNI00038	Geuse Taban Meliyusiani	IDR	210,000.00	4,800.00	6,000.00	74,000.00
13.	JNI00041	Yulle	IDR	220,000.00	4,800.00	6,000.00	74,000.00
14.	JNI01047	Andy Satya subrata	IDR	1,070,000.00	43,200.00	54,000.00	666,000.00
Total				5,810,000.00	241,200.00	301,500.00	3,718,500.00

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## Features

### Multiple payroll period

SunFish HR supports multiple periods for payroll payment. With this feature, a company policy that have different payroll period for different type of employee can be easily accommodated.

### Salary information

All functions are made available for employee self-service based on the security setting. 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 a click of a mouse-button. The output can be viewed on a journal or on a pay slip before printing. It also provides automatic 'letter of authority' for distribution of the payroll.

### Indonesian compliance

The flexible and friendly user setting in SunFish HR allows users to quickly adapt the latest 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 government tax and regulation form filing which were manually typed with standard forms and carbon papers.

### Customizable formula

Sunfish HR have the ability to customize formulas based on company policy; payroll components such as allowance and deduction also can be added for certain payroll period if needed. The user-friendly module was developed to accomplish this activity without the necessity to open the source code.

### Payroll calculator

Payroll calculator quickly displays the results of PPH 21 and PPH 26 calculation. With this module, employee is given clear information about 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 the merit increase adjustment 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 used in this module also can be change easily to meet company policy.

### Remuneration planning and analysis

SunFish HR is developed with powerful analysis modules that allow HR department to analyze budget needed for certain salary increment. Furthermore, SunFish HR also gives information about 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 allow HR department to identify the employee who have salary out of standard range for the company. This analysis is done based on employee competence and performance with certain customizable weighting.

### Analysis and reporting

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

## Benefits

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

### Promote transparencies

By allowing employee to view their salary history with all the components reflected on their payroll, employee would have a better understanding of their earnings and performance each period. Thus, employee would able to plan and improve their future objective 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 a mouse-button, the HR staffs can process employee payroll, print the pay slip and all other relater reports instantaneously. Hence, 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 staffs 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 staffs 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 financial module will enhance productivity and allow the 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 report on-demand for better control and budget allocation for the following period. SunFish HR also provides a remuneration planning module which allow 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 identify them and make appropriate adjustments to policy.

### 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 employee who is traveling abroad. Its web-based structure allows employee to submit reimbursement in 24/7 WHEREever they are. Hence, reimbursement and compensation can be submitted appropriately in the correct period.

### Happier employees

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