Unit4 - HCM - Core HR - Salary Review

Comprehensive Compensation Planning

Plan, allocate and communicate pay decisions

With organizations facing unprecedented changes in their workforce, employee engagement and retention are top priorities. Having the right tools to quickly analyse and act on shifting workforce data is critical. Nowhere is this more important than in the management of employee pay and related rewards. Data shows that engagement and retention increase when employees perceive pay decisions to be fair and equitable. Unit4 Salary Review allows companies to plan, allocate and communicate compensation decisions all within an easy to implement and intuitive application.

> "With the global legislative push toward pay equity and transparency, companies face the challenge of reporting gender pay gaps, being more transparent towards their workforce, and implementing corrective measures."
>
> *Deloitte*

Key capabilities

- Configure multiple compensation plans
- Set budgets and guidelines
- Budget or limit control warnings
- Flag out of range pay awards
- Deliver personalized reward statements
- Apply benchmarking to pay recommendations
- Gender Pay Gap dashboard
- Management of allowances
- Fully integrated with Unit4 Payroll processes
- Default approval workflow process, customizable and driven by your ERP
- Local Union negotiations are easily implemented

UNIT4
In business for people

How does Unit4 Salary Review work for you?

Easy to use, fast to implement

- **Easy to master:** The solution can be configured to align to your company's compensation policies, including defined employee roles and eligibility for plans. The solution provides easy to understand dashboards, alerts, and reporting.

- **Fast time to value:** Getting started with Salary Review is simple as its completed within the Core HR or Payroll implementation. Implementations can be completed along with Core HR or Payroll timeline, no additional time needed.

Better conversations with employees

- Today's leaders need to focus on managing an ever-changing workforce. Unit4's Salary Review tools equip managers with data and total rewards statements to help them have important conversations with their teams about pay. By putting more information into the hands of your managers, you can expect better and more frequent conversations about issues that matter to employees.

Easier compliance

- Unit4's Salary Review provides comprehensive reporting and analytics around issues such as race and gender equity and new hire pay alignment. Also, you have the flexibility to configure the software to match your internal compliance guidelines and metrics. Unit4 makes compliance easy so you can spend less time collecting important compliance results and more time reviewing results.

Data is all in one place

- Unit4's Salary Review enables compensation leaders to manage and consolidate all data elements essential to the company's unique compensation processes. Unit4 Salary Review pulls together information such as core employee data, guidelines and policies along with related documentation all in the same application.

Tightly integrated with Unit4 Payroll

- When a manager decides on a salary adjustment or wants to issue a spot award, they notify the payroll team. The payroll team then initiates the necessary Unit4 Salary Review process to ensure the change is implemented. This streamlined approach enhances the efficiency of the salary review process and minimizes the risk of errors.
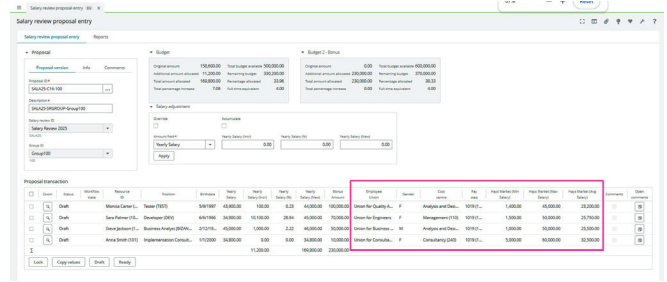
Consolidate data for fair and rational plans:
- Employee Data
- Company Policy
- Comparison
- Guidelines
- Budget
- Compliance
- Gender Pay Gap Dashboard
- Role based Bench Marking
- Bulk updates to groups of employees

The strengths of Unit4 Compensation Planning are multiplied when used as a fully integrated part of the full Unit4 HCM solution.

Unit4 supports the following functions:

Core HR	Payroll	Talent Management
Expense Management		Learning
Absence Management		Performance Management
Employee Management		Employee Engagement
Skills & Competences		

UNIT4
In business for people