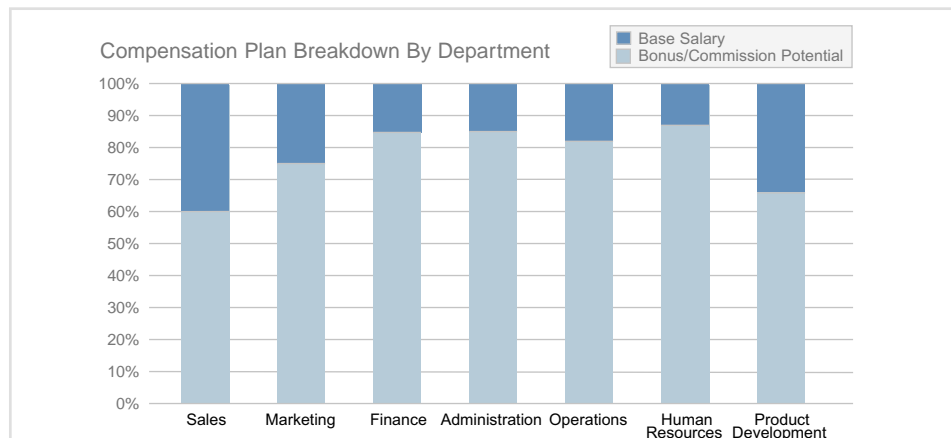


## Compensation Reporting and Analysis

Employee compensation affects employee morale and retention in addition to the corporate expense line. Employers often benchmark compensation trends across similar employee groups to ensure all employees are being compensated equitably within the organization and on par with industry averages. Compensation reports identify compensation anomalies that management can adjust to keep employee morale high and corporate expenses in check. Data from HR, payroll and finance systems provide the comprehensive picture of compensation, including salary, bonus, vacation, stock option value, T&E budgets, tuition payments and policies, health and life insurance, and other perks. Sensitive compensation and employee identity information must be securely distributed to appropriate users based on security privileges.

### Sample Report: Percentage of Total Compensation



This graph shows the relative contributions of salary and bonus/commission potential to total employee compensation for different divisions. Human Resources would use this analysis to amend compensation plans to be more or less performance-based. A next step would be to analyze the compensation plans within departments to identify individuals whose plans do not fit the model.

### Key Performance Indicators

- Total Labor Cost Revenue %
- % Raise
- Bonus as % of Salary
- Value of Options Granted
- Avg. Compensation Changes
- Rank of Total Compensation by Job Title

### COMMON BUSINESS QUESTIONS

- What is the salary distribution of all employees in my company with the title "Sales Representative"?
- Are there any regions where managers make significantly more money than their subordinates (more than 1 standard deviation)?
- What has a certain person's history of bonuses and raises been during her career?
- Was Employee X given a raise last year?
- What is the average bonus to base salary ratio?
- By department, what is the bonus to salary ratio?
- In rank order, which sales representatives achieved their quota last year?