



eREWARDS is a *user-friendly* web-based solution that *replaces* your time-consuming spreadsheet approach to *managing SALARY REVIEW and BONUS PLANNING* processes.

OPTIMAL eRewards provides an effective, new way to managing salary review and bonus planning processes. Designed by reward specialists and developed by workflow engine experts, eRewards helps HR professionals and managers to review and make decision in a fraction of the time, eliminate administrative overheads, profoundly reduce opportunity for error and provide greater visibility to senior management.

eRewards captures all relevant employee information that reward professionals and managers require to make informed decisions on employees' salary and bonus plan. Hence, information like current and historic employee performance data, budgets, guidelines and policies, internal and external benchmark information, compa-ratio analysis and other required information are now at their fingertips, anytime, anywhere.

With eRewards, Managers can now simply log on to the system and apply different salary and bonus pay scenarios based on the company's specific policy and / or business rules in order to instantly view whether they are out of pre-defined guidelines, before they submit their final plan for approval.

Its extensive workflow capabilities automatically routes e-mail notification and alerts with escalation capabilities to ensure endorsers and / or approving managers approves plans in time.

With its advance analytical reporting capabilities, HR professionals and managers can view and print real time, on-demand reports with roll-up capabilities by organisation, function, level, base currency and / or currency of their choice.

With eRewards, HR professionals and senior management will now have complete visibility and control of data and the entire review process.

KEY BENEFITS

- *Replaces multiple spreadsheets with a single, easy-to-use web-based solution.*
- *Significantly reduces time required to complete pay review process.*
- *Lower costs as it eliminates administrative overheads and opportunity for error.*
- *Managers' productivity increases and reducing reliance on HR support, with its user-friendly interface.*
- *Encourages compliance with company's salary and bonus review guidelines.*
- *Provides HR professionals and Senior Management complete visibility of, and control over data and entire review process.*
- *High level of data security, where Managers are only allowed to view what they are given permission to view.*

