

Compensation System and Payroll Calculation

Speed, precision and adaptability are the main characteristics of the HR.net Compensation System and Payroll Calculation module. The module entirely supports the process of compensation, from cost and career planning for employees to the analysis of realizations and results across all dimensions of the system.

Typical Situation

The Payroll Calculation system is isolated from the other Human Resources systems such as Employee administration and Organizational management.

For all information and analysis of previous periods, it is necessary to use various Excel sheets or archived documents.

Most of the time these systems are inflexible in regard to adapting to legal changes or business decisions in real time with regards to Compensation management thus blocking the enforcement of business policy which can relate to the entire specter of Human Resources management tasks, ranging from fine tuning to large structural changes.

There are no provisions for planning while the well developed systems for evaluation are entirely based on paper and large quantities of manual work for the Human Resources department staff.

Tracking of work hours, leave and vacation days requires a large amount of work from the staff in order to establish quality information on which the payroll calculation is based.

Solution

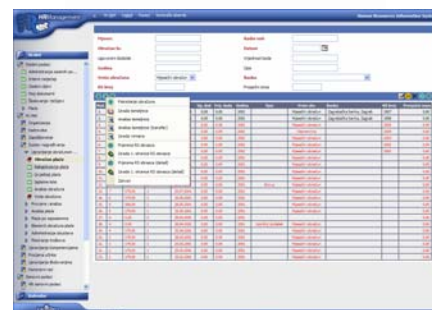
The HR.net Compensation System and Salary Calculation greatly changes the way of work for the Payroll department. Once a stressful task of payroll calculation suddenly becomes simple, almost routine work.

All of the main information regarding the employees and organization is maintained in specially designated modules while all of the information required for the payroll calculation can be subduced to a process of control (updateable if necessary) which is managed from inside the Compensation and Payroll module.

Thanks to a specifically optimized process of payroll calculation (calculation for 1000 employees takes aprox. 10 seconds), the flexibility and simulation possibilities are brought to a whole new level.

The definition of different types of payroll calculations at the Job Catalog level makes it possible to adapt the compensation system on specific jobs and change the underlying process without influencing the transparency and legitimacy of information and analytical reports from the system.

The definition of planned values, analysis and tracking of the realization of planned costs and employee counts are essential to the proper management of current and planned compensation policies in the company.



HR.net – opening a new payroll

Main Advantages

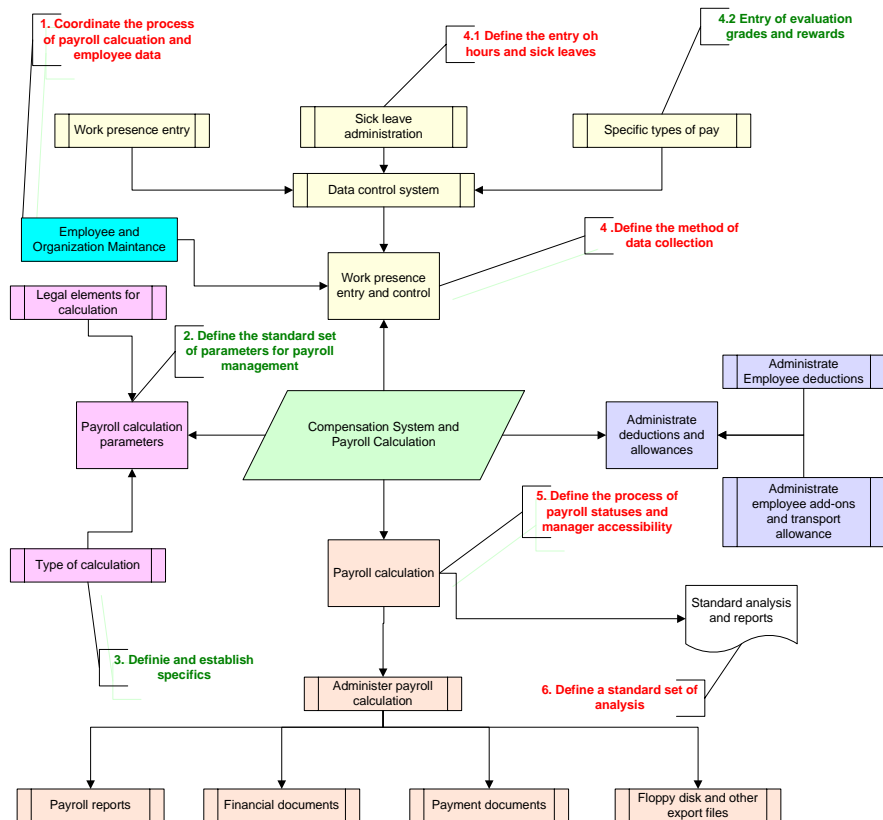
- Time dimension
- Calculation speed and flexibility
- Support to the entire business process from payment to financial documents
- Simulations
- Tracking of planned and realized values
- Support for controlling
- Exchange with other information systems

Supported Processes

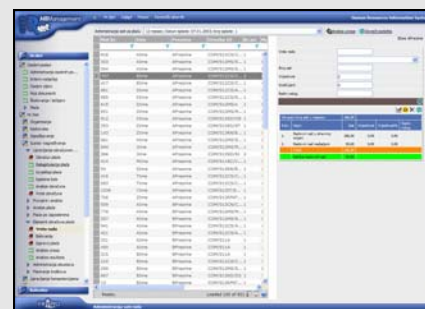
- Payroll Calculation system
- Creation of all legally required documents
- Evaluations
- Planning and simulation
- Analysis and tracking of planned values
- Controlling support



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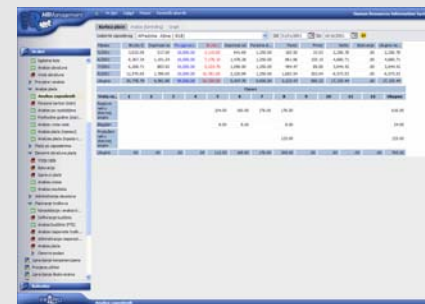
HR.net – Payroll system



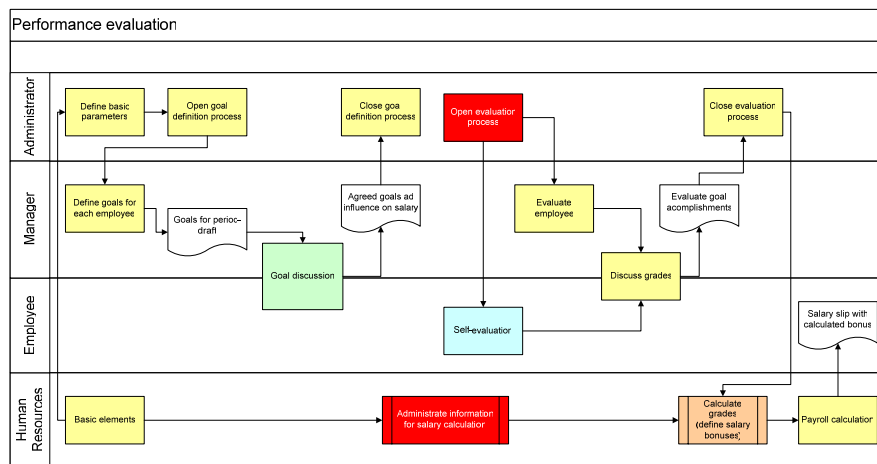
HR.net – work hours entry



HR.net - salary comparison



HR.net – Salary card



HR.net – Evaluation process

Advantages

The introduction of the HR.net system completely changes the system of compensation in the company. The manageability of the process and the possibility of planning make the tasks much easier for employees, while enabling managers' constant and complete control over the process with access to all information required for proper decision making.

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