

TALEO COMP



Be the Employer of Choice with Taleo Comp

Keeping your employees motivated and satisfied with their jobs is essential to becoming an employer of choice. When you reward them for a job well done—one that aligns with overall business objectives—you tell employees their performance is valued. This goes a long way toward retaining your top people. At the same time, you’ve got to ensure that merit or bonus allocation is fair and equitable, and within budget.

Taleo Comp™ helps you manage and assign merit and bonus allocation to meet organizational goals and objectives. You can create compensation plans that align to your planning and budgeting cycles. That way, you allocate merit and bonus pay at the right frequency, often quarterly or yearly. Once performance data is in place, managers can then execute using Taleo Comp to allocate compensation to employees within budget and according to guidelines.

Built on the Taleo Business Edition platform, Taleo Comp is fully integrated with Taleo Perform™, Taleo Learn™, and Taleo Insight™. Taleo Business Edition provides a comprehensive set of tools to attract, retain, assess, and develop staff.

With Taleo Comp, you can:



- **Build the right foundation** to ensure that compensation is fair and equitable across your organization. With the right foundation, you don’t repeat tasks over and over—you create streamlined processes that reduce error.
- **Make the right impact** by rewarding your best employees so they feel valued. You keep them motivated to continue a high level of performance that impacts your bottom line.
- **Plan for the future** by retaining top performers and future leaders so they don’t go look for job opportunities with your competition.

“Companies with higher standard deviations in compensations have 15% to 20% percent greater performance when measured by revenue and profit growth.”

- Bersin & Associates,
2009

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Key Functions

Budget Planning	Determine pay-for-performance costs using Compensation Cycles.
Compensation Types	Support merit, bonus, stock, or base pay adjustments including lump sum, promotion, and market adjustments as well as non-salary adjustments for spot rewards, perks and benefits, or other rewards.
Enforced Guidelines	Customize compensation guidelines, which provide the basis for all compensation management.
Compa Ratio	Apply a pay range modifier to compensation guidelines based on an employee's compa-ratio.
Variable Pay	Allocate/fund compensation cycles based on the financial results of the organization.
Employee Profile	Store compensation events on the employee profile and provide historical compensation information needed by third-party and other systems of record.
Data Security	Permission, role-based security.

FREE 30 DAY TRIAL
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Taleo Comp Overview

Taleo Comp is a component of Taleo Perform and includes three key elements:

- **Compensation Cycles:** Enables you to define organizational guidelines to ensure that compensation is fair and equitable; can be created for annual, anniversary, market or one-off compensation processes; allows you to roll-up and track all of the associated plans.
- **Compensation Plans:** Provides managers with real-time worksheets to allocate merit, bonus, stock, and other adjustment rewards based on performance metrics and organizational guidelines; choose to use automatic workflow based on your organization hierarchy or manual workflow for any exception processing required.
- **Compensation Events:** Archives compensation events on the employee profile to maintain accurate, historical compensation data.

Why Taleo Comp?

- Offers complete flexibility by allowing multiple reviews into a single compensation cycle; also allows anniversary, market, and "one-off" cycles.
- Enables you to design and implement a compensation workflow that meets your unique needs.
- Integrates your performance management and compensation strategies to build and support a high-performing culture.

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ABOUT TALEO

Leading organizations worldwide use Taleo on demand talent management solutions to assess, acquire, develop, and align their workforce for improved business performance.

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