

DATASHEET

Sage Business Cloud People

## Payroll, compensation and benefits

*Motivate your people and sustain optimal business performance with the right compensation and benefit management*

Compensation and benefits are critical for retaining and motivating your workforce, as well as attracting top talent and new skills to your organization. Sage People, part of Sage Business Cloud, helps you keep your employees engaged with flexible payroll, compensation and benefits capabilities.

### Recognize and reward your workforce

Effective incentive programs will not only get your workforce aligned and focussing on maximizing their performance but will also empower your HR and People teams to align performance, compensation, and business outcomes.

Sage People's compensation and benefits solution is a fully integrated and easy-to-use to help organizations manage, develop and retain their employees with effective compensation management, and deliver effective talent management with comprehensive performance rewards.

## Other Sage People datasheets

Sage People provides a complete cloud HR and People system, comprising the following key product areas

**HR and People analytics**

**Talent acquisition**

**People management**

**Attendance and leave management**

**Payroll, compensation and benefits**

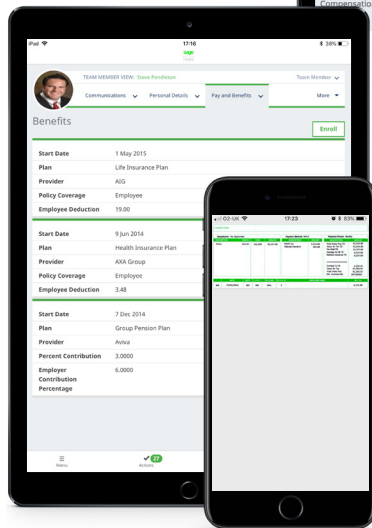
**Performance and talent management**

**Workforce experience management**

**Global cloud HR and People system**

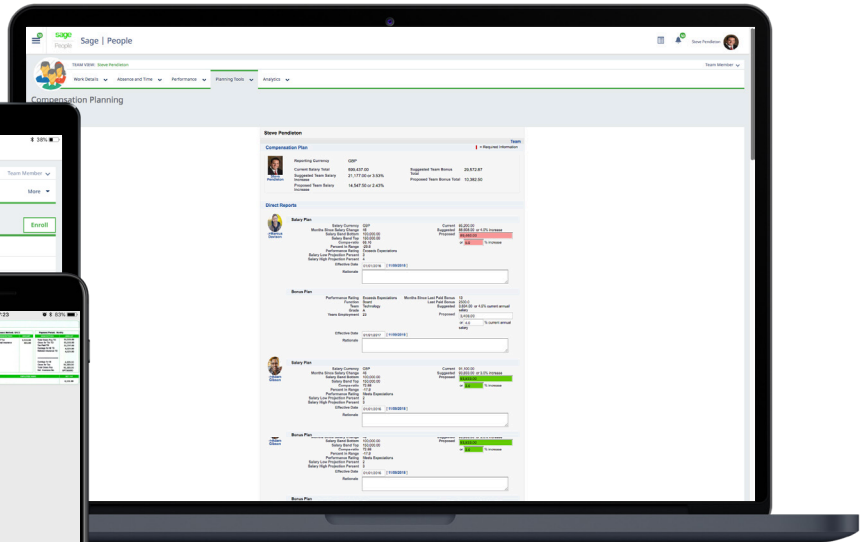
# Reward the hard work of your workforce

## 1. Benefits summary



## 3. Payslips

## 2. Compensation planning



Here are just some of the ways Sage People can help you

### 1. Benefits summary

- Open enrollment reminders and automation
- Reduce the likelihood of non-compliance violations
- Employees can make changes on the go

### 2. Compensation planning

- Award salary increases, bonuses, and stock options
- Reward employees based on individual performance
- Set approval rules with triggers and workflows

### 3. Payslips

- Cost effective, paperless payslips
- Secure pay information at employees fingertips
- Employees can view payslips and payment information anytime, anywhere

## Payroll, compensation and benefits features

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Without a clear compensation and benefits packages workforces can become demotivated, frustrated and business outcomes are negatively impacted. With Sage People managing compensation and benefit packages is made easy from one system of record.

### Payroll

Eliminate multiple integrations between siloed solutions and the potential errors caused by disparate systems.

- Sage People is the single system of record for employee data ensuring consistency and accuracy of information across one or more payrolls.
- Pass gross salary and benefits details to one or multiple payroll systems using Sage People Payflow, a secure, seamless, highly configurable set of services.
- Configure how Sage People connects to, automates and manages one or two-way batch file transfers of data to and from other systems, typically to different payrolls and benefit carriers.
- Create seamless integration with finance and accounting systems to automate the passing of workforce related accruals and reversals to your financial journals and accounts.
- Use on demand reports, dashboards and analytics to keep track of all payroll, compensation and benefits data.

### Compensation

Design compensation processes that optimize budgets, improve compliance, reduce manual steps, and reward high-performing employees.

- Use one source of data to plan, analyze, and executive compensation packages taking performance data into consideration.
- Manage and allocate salary, HR guidelines and manager recommendations in one secure system of record.
- Auto generate compensation letters to local HR teams, managers and team members as part of the salary planning process.

- Managers can review, modify and approve their teams compensation plans from one user intuitive system.
- Administrators can select from multiple formulas to determine salary rules, choose specific worksheet planners, and have a single view of worksheet progress.
- Create multiple plans, each of which can have different data columns and salary formulas all displayed in an easy-to-read summary view.

### Benefits

Sage People makes it easy to manage benefit plans with support for multiple third-party benefit providers.

- Manage eligibility rules in open enrollment for benefits, enhanced calculations, and rate tables; make changes to benefits ahead of changes actually being implemented (e.g. effective date in 6 months from today or mid-year benefits).
- Test proposed changes and recalculate benefits in real-time in a range of parameters including age, salary, and years of service.
- Communicate the total value of an employee's benefits package with an easy to understand reward statement.

### Admin and communications

Simplify payroll, compensation and benefits management processes and increase employee productivity and engagement.

- Highly configurable global system that allows you to define and optimize compensation and benefit packages for local markets.
- Designed to integrate quickly and easily with multiple payroll systems, benefit carriers, and other third party applications.
- With real-time accurate people information, HR and People teams can make data driven decisions regarding salary and bonus planning.
- Any updates will automatically change an employee's pay and other benefits via predefined workflows and corresponding notification sent to employee so they are always kept informed.



## About Sage Business Cloud People

Sage People enables mid-size, multinational companies to manage workforces through its global, cloud HR and people system, transforming how organizations acquire, engage, manage and develop their employees. Implemented quickly and simple to use, the award-winning system increases workforce visibility, HR productivity, and provides better experiences across the entire workforce.

**“Sage understands HR. They were very interested in how to improve our processes and also how to improve the experience of the employees. How to make our lives easier, which is what it’s all about.”**

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Veronica van der Hoeven, Chief HR Officer, Mitsubishi UFG Fund Services

For more info visit [www.sagepeople.com](http://www.sagepeople.com)

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