Does your Human Capital Management (HCM) solution meet your Compensation Management needs?

COMPOSE-ing the Optimal Compensation Management Solution

compose™

Your current HCM solution may not adequately address your dynamic compensation needs.

HCM solutions are typically designed to address HR management, recruiting, talent management, learning, performance management, benefits & succession planning. They are not typically designed to support dynamic compensation programs including long and short-term incentives, bonus structures and executive compensation plans.

COMPOSE works in conjunction with suited HCM software to deliver a more comprehensive and flexible solution. Because there's more to compensation than just reporting what you pay people, you need a solution that will help to solve all of your diverse and unique requirements. When it comes to planning, especially for variable pay programs, it's worth having a separate system if it means you're able to model, plan, report and analyze, in order to develop a compensation model that attracts and retains the finest talent that today's marketplace demands.

COMPOSE was designed to easily integrate with existing ERP, HRMS, financial and HCM systems, allowing you to leverage your investment in existing processes and infrastructure.

benefits

Reasons to augment your current HCM solution with COMPOSE:

- **MATCH YOUR UNIQUE REQUIREMENTS** exactly versus having to comply to rigid/preset standards

- **MORE FLEXIBILITY AND CONTROL** with enhanced customization and configuration capabilities

- **BUILD YOUR OWN UNIQUE** grids versus having to use standard templates

- **YOUR IN-HOUSE RESOURCES** can make yearly plan changes/configurations versus using outside implementation partners

- **VIP SUPPORT AND SERVICES** that includes personalized support, expert customer service and rapid response times

Why COMPOSE**?**

For 10 years, **COMPOSE has been adopted by organizations** around the globe to facilitate higher functionality and streamline the management of employee compensation processes.

Most **COMPOSE** customers have also implemented an HCM system. Today, **COMPOSE** manages the compensation of hundreds of thousands of employees in a multitude of industries.

COMPOSE handles many of the unique and complicated needs of different organizations – helping them solve all their compensation requirements.

COMPOSE is:

- Simple, configurable, adaptable
- Easy to integrate with your existing suite, optimizing your current compensation management capabilities
- The solution that will eliminate the need for manual spreadsheets, workarounds or outdated systems

According to a recent report by Deloitte on Global Human Capital Trends 2016,[1] more than 40 percent of all companies are replacing their core HR technology with modern cloud systems.

Today's organizations must use the latest compensation systems that leverage their HR investments to ensure they can hire and retain the best possible workforce.

We'd be happy to talk with you about how we can help you supercharge the compensation management capabilities of your current HCM solution.

Visit www.decusoft.com and request a **COMPOSE** product tour today.

[1] Excerpted from Global Human Capital Trends 2016, "*The new organization: Different by design*," Deloitte University Press

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