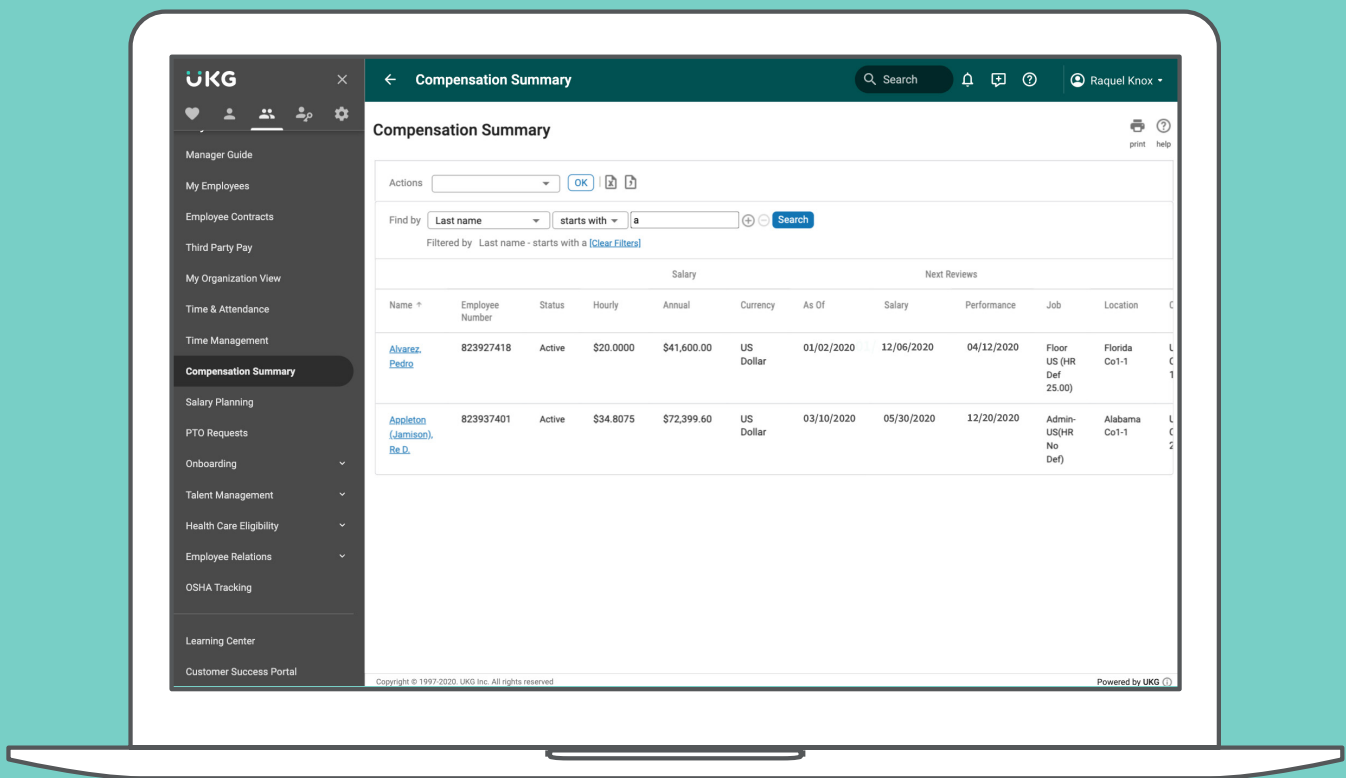# Compensation

Make the right compensation decisions that **effectively attract, incent and reward** your people.

It's important to understand how the compensations you make can impact, and determine, how people work and help drive towards your overall business objectives. UKG Pro™ Compensation delivers an intuitive experience paired with relevant business and talent data—so you can thoughtfully navigate and allocate rewards, while keeping the focus on your people.

Configurable Salary Plans

Configure Pro to meet the compensation needs of your organization, such as including performance reviews, defining rating scales, and more.

Visibility And Insight

Ensure employees and managers understand compensation plans and have visibility into the factors that drive them.

Meaningful Incentives

Easily create compensation plans, thoughtfully reward employees, and strengthen the alignment between individual contributions and business performance.

Key benefits

For HR and Managers

Make informed, meaningful, and equitable compensation decisions based on talent insight and using analysis tools.

Take advantage of Pro with quick, easy access to comprehensive information, via an individual's Compensation Card—including employee salary, employment, and review history.

Provide simple and efficient processes for managers, requiring minimum intervention from HR teams.

Align compensation with organizational objectives.

Apply business rules consistently during the salary-planning process.

Automate the salary-planning process and eliminate manual work—e.g.,

Use performance ratings and pay out bonuses through payroll.

Have insight into budget and planning status throughout the comp cycle.

Access worsheets in progress to efficiently manage processes.

Align to Company Strategy

- Experience flexibility in establishing reviewer and approver paths
- Manage budgets, salary increases, and bonuses on a year-round basis, for employees with an anniversary review cycle or focal reviews
- Increase engagement with equitable pay practices
- Decision support tools that help to adhere to corporate policies and strategy (merit guidelines and target amounts)
- Adhere to corporate policies and strategies while remaining compliant
- Reduce cost overspend

Communicate Throughout the Cycle

- Have complete insight into budgets and planning status' during the comp cycle
- Utilize comments to communicate with administrators and leaders during planning
- Access worksheets in progress to efficiently manage the process and stay ahead of changes

Convenient Usability

- Quickly post salary changes with automatic proration for new hires
- Configure merit guidelines based on performance rating or compa-ratio, while supporting employees with local currencies
- Automatically process one-time payouts through payroll
- Create plans based on job, location, department, etc.
- Assign plans in mass
- Add or remove employees to/from salary plans, with the option to override budget allocations
- Leverage multiple options for qualifying employees
- Calculate bonus pools based on various metrics
- Easily configure calculation rules
- Simplify merit and incentive planning with an intuitive user interface
- Establish target amounts based on percentage of base pay, flat amounts, or units (e.g., restricted stock units)
- Quickly edit, search, and view data on worksheets grouped by searchable criteria and sorted by data columns

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