

## Optimising Compensation Management

### HR Access expands its Talent Management offer to help companies address a major HR challenge

*Paris, 15th April, 2010*—**In a difficult economic climate, it is vital for companies to recognise employee merit. Retaining talent, fostering loyalty and aligning with market trends within the boundaries of significant budgetary constraints is a major challenge for HR professionals.**

To help companies execute suitable compensation strategies and optimise payroll management, HR Access has expanded the functionalities of its HRa Suite 7 solution, empowering HR departments with feature-rich, high-performance tools to:

- Analyse compensation
- Simulate, evaluate and compensate talent
- Involve managers in the interest of efficiency, transparency and fairness

#### Compensation: a major HR challenge in talent management

To prevent turnover, maintain employee motivation and foster loyalty, **the establishment of transparent compensation policies—based above all on objective criteria—is essential.**

The current economic climate is stressful for all and **a limited pay raise budget makes it difficult for organisations to recognise top performers.** Managing relationships with employees involves not only support and understanding but also honest, open communication on compensation. Effective communication is vital to engaging employees, developing and maintaining trust and respect and promoting productivity.

Companies must also make sure employees understand how and why they are being paid, particularly if there have been unfavourable changes to compensation due to the economy. Today, **one of the keys to successful compensation management is the involvement of operational managers**—present in the field and closest to employees—in performance evaluation processes and the awarding of bonuses or pay raises, enabling harmonisation and ensuring transparency in the process as well as fostering employee loyalty.

#### HRa Suite 7: expanded functionalities to meet the challenge

Expanded functionalities enable HRa Suite 7 to offer a clear outline of compensation policies, campaign management, alignment of compensation with performance and analysis of the impact of changes in organisational structure, compensation model and pay raise policy on payroll.

By empowering HR departments and managers with user-friendly, high-performance tools, HR Access allows companies to:

- Anticipate and adjust to changes in payroll
- Attract, retain and motivate employees
- Establish a well-defined foundation to ensure fair compensation
- Align compensation with market trends
- Support managers in the review of compensation packages
- Develop an effective, performance-based compensation policy

“Enhancement of our talent management offer meets strong demand on the part of companies, which seek to put in place effective indicators to measure and compensate the collective and individual performance of employees, consistent with company results and market practices. We provide HR departments and managers with efficient, customisable analysis tools to help them make the right decisions, improving their compensation policy and payroll management,” explains **Franck Boutboul, Interim General Manager, HR Access Europe**.

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### **About HR Access**

HR Access is a global company, leader in the HR Services industry. HR Access designs, develops, implements and delivers Payroll and HR solutions and services. To address local and international markets, HR Access has almost 1 000 employees based in France, Spain, Germany, Belgium, Italy, Luxembourg, Great Britain, Ireland, Switzerland, Morocco and Tunisia – HR Access has more than 600 customers spread over 54 countries on every continent, in all industries, from mid-sized companies to large organizations.

HR expertise, consultancy, applications software, professional services, outsourcing services, regulatory intelligence, and maintenance: result of 35 years of experience, HR Access offers a comprehensive range of solutions and services, combining local expertise and international management.

Today, HR Access manages the HR records of more than 9.9 million employees worldwide.

For more information, visit [www.hraccess.com](http://www.hraccess.com)