



Automating Compensation and Performance Management

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Why Automate Compensation?

- Better data.
- Best of both worlds.
- Compliance,
 - **Defensible system,**
 - Lily Ledbetter Fair Pay Act,
 - Possibility of Employee Free Choice Act.
- Budgeting and reporting modeling and tools.



Why Automate (True) Performance Management

- Not just nice to have anymore-a must have.
- Aligns vision with outcomes by breaking down, communication, driving down, and holding people accountable for outcomes of goals.
- Crucial with variable pay support.
- Better documentation.



Why Automate (True) Performance Management

- Helps your managers become better managers.
- Improves communications,
 - Report writing help on “hard to say” items,
 - Helps with conversations not just reviews.
- Privacy.
- Electronic Routing – truly paperless.
- Improves employee communications,
 - High performers love it,
 - Low performers - not so much.

A photograph showing a group of business professionals in a meeting. In the foreground, a woman with short blonde hair, wearing an orange top, is looking towards the right. Behind her, a man in a blue patterned shirt is looking towards the camera. To the right, another woman with blonde hair and glasses is partially visible. In the background, two men in yellow shirts and dark ties are seated at a table with papers and a pen. The scene is set in a professional office environment.

Why not?

- Compensation?
 - Training/on going training is not provided.
 - No true professional to slice the data.
 - Adequate support is not provided,
 - No consultant to guide you.
- Performance management,
 - If it's a standard ranking system- it has little return-
 - More harm than good for business purposes!
 - No library or report writing assistance.



Consultant

Is the same person who sells it, the same person who will install it?

- Communications fit?
- Skills?
- Fit with managers?
- Fit with administrator(s)?



Security

- Integrations with new and legacy systems?
- Storage security?
- Internet based products...
 - Security paramount!
 - Security training & tips?



Pricing/Asking for Discounts

- When is their slow season?
- Travel expenses?
- Auxiliary fees?
- Extra training?
- Multiple product discounts?
- Multiple products installs = travel discounts?
- Reseller?
- Use the web?



Longevity

- Multiple clients?
- Serving different industries?
- Cancellation % ?
- Years in business?
- References?
- Continuous improvement in products?



Service

- Return time on calls and e-mails?
- Do you get a real person?
- Training time?
- Training guarantee?
- General fit with you and rest of staff?



Information Reporting Capabilities

Routing for PM tools.

Levels of security with administrator(s).

Desired reports.

Sharing capabilities.

Exporting capabilities.

Ease of export and manipulation of data?

Multiple formats?



Training

- 2 learning curves (product and theory)
 - **Compensate for that?**
 - Design
 - Delivery
- How much?
- Guarantee?