

### Business Challenges

- No Real-Time Budget Visibility
- Data silos & sync errors
- Manual Excel & Spreadsheet Processes
- Performance based incentive cycles take 4-8 weeks
- Compliance & Audit Risks

### Impact

- Prolonged cycles inflate costs 15-20%
- High manual effort & errors
- Error-prone calculations erode employee trust
- Talent retention risk vs. competitors



### Solution

An AI-powered compensation management platform that automates Variable Pay & Merit Increase cycles. Integrates with HRMS/ERP for real-time data, enabling multi-level approvals, smart pay allocation, retention risk scoring, and automated letter generation, all from one unified platform.

### Features

- **Performance based incentive cycles Management:** Auto-calculates Performance incentive based on KPIs, grade & performance with smart-allocate, lock, reset & re-allocate controls.
- **AI Retention Risk Scorer:** Flags at-risk employees using performance, tenure & compensation signals — enabling proactive action during pay cycles.
- **Smart Compensation Allocation (AI):** Recommends optimal pay distribution across teams balancing performance, budget limits & market benchmarks.
- **Multi-Level Approval Workflow:** Configurable P&L Owner → HR Head approval chains with in-app chat, notifications & full audit trail.
- **Executive Dashboards, Letters & Admin:** Real-time analytics, compliance audit logs, automated payout letters, an email notification & role-based access control.

### Benefits

- Efficiency: 60-80% reduction in manual effort via automated workflows, reminders & approvals.
- Accuracy: Real-time HRMS/ERP integration eliminates data errors; AI flags anomalies before payouts.
- Fairness & Retention: Equity AI reduces bias claims, builds trust & lowers attrition by 10-15%.
- Insights: AI Copilot & predictive budgeting deliver 25% better forecasts & scenario planning.
- Scalability: ready for any org size
- Overall ROI: lower attrition costs, faster cycles and higher employee satisfaction.

### How Compensation Advisor transforms your organization

#### Powered by AI. Built for HR-

From reactive, manual workflows to proactive AI-powered insights, HR evolves from administrator to strategic advisor. Automated cycles shrink from 4-8 weeks to 1 week, enabling equitable, data-driven pay decisions and agile scaling for organizations of any size or maturity.