

Product Overview

ETWeb empower - Reward



ETWeb empower assists you in shaping the future of your company through the development of your most important key factor: **your employees.**

Overview of salary structure - variable salary

A competitive pay structure including variable performance-based components increases the motivation of your employees and increases their loyalty to your company. With Lumesse ETWeb empower Reward you are able to display salary structures by country and target group and compare them internationally. Lumesse ETWeb empower Perform, bundled with the software solution, allows you to calculate variable salary components directly on the basis of performance reviews and to transfer them to payroll. This eliminates the manual effort required, for example, to calculate pro-rata components. Furthermore, transparency in coupling bonus and target provides your employees with a detailed overview.

Salary range

Job evaluations are highly important for companies aiming to create comparability and transparency. Grading is not just used as a basis for setting salary structures, but is also a basic prerequisite for further HR processes such as salary adjustments or promotions. Lumesse ETWeb empower Reward assists you in the process of coll-

ecting relevant comparison criteria, in subsequent classification, in storing them and in subsequent comparison.

Salary negotiations

Use Lumesse ETWeb empower Reward to specifically manage salary negotiations in your company. Its freely configurable programmes for different target groups enable much simpler annual salary adjustments. Line managers can decide on pay increases according to centrally defined guidelines and on the basis of fixed budgets. Flexibly configurable approval workflows allow managers to check and authorize these proposals. Collectively-negotiated adjustments can also be flexibly implemented. In conjunction with Lumesse ETWeb empower Perform, both the last target attainment and position within the salary range can be taken into account when calculating the maximum possible increase. As a result the Lumesse solution helps your managers make appropriate and performance-based salary adjustments.

Social recognition

What motivates employees? Is it pay or development, and who is responsible for social recognition in the company? Social recognition is an important compo-

nent in employee motivation, in addition to monetary recognition. Reward your employees for good ideas or outstanding performance and use Lumesse ETWeb empower Reward to award virtual points, 'trophies' and 'badges'. This allows employees to clearly see the recognition they have received for their own performance and what recognition their colleagues have received. In a playful way you can increase the motivation of your employees.

Bundles	
	Recruit
	Onboard
	Perform
	Reward
	Learn
	Grow
	Ideate

Lumesse ETWeb empower enables employees to reach their goals.

ETWeb empower as an end-to-end integrated, people-centric Talent Management suite empowers employees to contribute to their company's success by putting them at the heart of the business. New concepts such as Fluent Performance and the Career Navigator bring transparency and productivity to employees. Lumesse ETWeb empower equips employees to reach their (career and business) goals in their everyday work.



Cutting Edge SaaS Technology (Software as a Service)

Fully integrated end-to-end multi-tenant suite

Flexible deployment options as SaaS or Private Cloud

Release-safe customer configuration



People-centric Talent Management Suite

Intuitive user experience on any device

Predictive analytics

Social collaboration



Quick and Easy One-Stop-Shop Implementation

Out-of-the-box best practice configuration and workflows, based on over 30 years of experience

Expert advice from experienced Lumesse consultants

Agile development and implementation

Lumesse

Lumesse provides Talent Solutions to more than 2,450 organisations in over 70 countries enabling them to engage and nurture the best talent in an ever-changing and demanding global environment. With our unique and highly adaptable Talent Solutions our customers are well prepared to capitalise on the fast evolution of new technologies and disruptive business conditions, while meeting all business needs locally and globally.

For further information please visit lumesse.com or etwebempower.com