

CompXL Comp Planning Case Study

OpenText Upgrades **Compensation Process**
with CompXL



opentext™

HR professionals know that one of the keys to attracting and retaining employees is compensation plans that reward performance and are applied consistently across the entire organization. Sandy Berquist knows this all too well.

Sandy is a Compensation Manager at OpenText, Canada's largest software company, which is headquartered in Waterloo, Ontario.

OpenText produces and distributes Enterprise Information Management software solutions for large corporations across all industries. Founded in 1991, OpenText today has over 8,200 employees located in 140 offices. They provide software and services to nearly 100,000 global customers.

With numbers like these the company found that administering a consistent and cohesive compensation program for the employees was difficult and labor intensive for the compensation team and for most middle managers.

Historically, compensation reviews for employees were performed with an ad-hoc process using Excel workbooks. As the company grew the Human Resources department recognized that the ad-hoc model was taking too much time and producing inconsistent results. The decision was made to move to a one-time-per-year cycle where all of the compensation reviews would be processed in a short, but intense, period of time. OpenText decided that in order to effectively manage the processing of a large number of compensation reviews in a compressed time frame would require them to implement a compensation management system.

According to Sandy, OpenText's software requirements included 1) flexibility to support their current planning template, 2) extreme ease of use, 3) require minimum amount of administration, 4) have little to no impact on IT resources, and 5) must be able to implement quickly as they needed to go operational within a two-month period. After considering a number of enterprise software systems, OpenText decided to move forward with CompXL from Salary.com.



“The people at CompXL were definitely flexible and easy to work with. They were well aware of our tight turnaround time and our schedule. They offered us great services and we were quite pleased with the partnership.

– Sandy Berquist, Compensation Manager, OpenText

CompXL is flexible and affordable compensation planning software which automates the interaction between the compensation team and managers during focal review cycles for merit. CompXL simultaneously reduces administrative burden and cycle time while reducing the need for manual roll-ups and consolidation for approvals, and also improves process integrity and regulatory compliance. “The people at Salary.com were definitely flexible and easy to work with,” Sandy reports, “They were well aware of our tight turnaround time and our schedule. They offered us great services and we were quite pleased with the partnership.” Plus, the Salary.com team met the challenge and implemented the CompXL system successfully for OpenText in less than two months.

Sandy says, “The system basically allows us to download and upload Excel workbooks through a secure portal. CompXL lets us implement workflow rules on how individual worksheets are to be consolidated by manager or department, how they are to be broken up, reviewed, approved and re-consolidated. The administration of the process has been significantly reduced by using CompXL. One thing we really like about CompXL is that there are no process constraints that we have to contend with, no need to change our process; instead, CompXL leverages our current Excel worksheets seamlessly.”

Sandy continues in describing one of Salary.com’s other advantages. “CompXL provides our HR business partners with the ability to proxy in as a manager and provide great support to our managers as they conduct their reviews.”

Ease of use is another benefit that Sandy cites, “The manager experience is quite positive because CompXL is easy to use with a simple interface. There’s nothing complex about it and it is configurable. We were even able to incorporate our company’s color scheme, so it looks more like one of our products.”



Sandy goes on to describe management training. “The training we provided to our managers was more about compensation guidelines rather than ‘here’s how the new system works.’ We did a ten-minute demonstration and provided instructions in a short Word document – it wasn’t anything complicated. Very minimal training is required to get managers productive in CompXL.” OpenText is finding ways to maximize the value from their investment in CompXL by using the tool for more business applications than just the annual merit review. “CompXL works well for any application where you want to split up workbooks for groups of people and then have to re-consolidate the workbooks.

For example, we are setting up the tool to evaluate jobs, job codes and job levels. We’ve created a template for this business application, and it works well for us.”

Would Sandy recommend CompXL to other companies? “Absolutely. CompXL makes sense and it’s something that’s affordable. CompXL has been the right choice for us.”

CompXL facilitates the management of merit raises, bonuses, commissions, long-term incentive awards, equity, and employee total rewards statements across an entire organization.

[Learn more at Salary.com](https://www.salary.com)

ABOUT OPENTEXT

opentext™

OpenText is the leader in Enterprise Information Management Systems (EIM.) Their EIM products enable businesses to grow faster, lower operational costs, and reduce information governance and security risks by improving business insight, impact and process speed.

Over 50 thousand companies use OpenText solutions to unleash the power of information based on OpenText's five EIM pillars: Enterprise Content Management (ECM), Business Process Management (BPM), Customer Experience Management (CEM), Information Exchange, and Discovery.

ABOUT COMPLX

CompXL is a flexible compensation software that utilizes an Excel-compatible cloud solution to enable collaborative compensation planning workflow.

Mid- to large-size organizations can easily implement competitive compensation structures such as variable pay, employee incentives, and multi-factor bonuses in order to drive retain their best talent.

ABOUT SALARY.COM

Salary.com is the leading SaaS provider of compensation market data, software, and analytics, bringing more of the trusted data and intuitive software organizations need to get pay right.

Founded in 1999, the company serves over 25,000 survey participant organizations, over 8,000 business-to-business software subscribers, and over 30 million employees globally. For more than 20 years, Salary.com has empowered confident decisions by aligning compensation practices with recruiting, performance, and development initiatives through easy-to-access data and meaningful insights.

The market-leading **CompAnalyst®** SaaS platform accelerates compensation workflows, delivers real-time data, and powers accurate, equitable, and competitive compensation. Through its **Salary Wizard** and pioneering website, Salary.com delivers continually updated, reliable market pay data and career content to over 30 million visitors each year. For more information, please visit the company website at www.salary.com.

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