CWS Software

Comprehensive Tools & Support. Built by HR for HR.

TalentComp Fact Sheet

Bring order and efficiency to your salary administration processes. TalentComp makes it easy to route, approve and equitably distribute increases and bonuses, process company-wide salary changes and manage all other types of compensation.

Streamline everything about processing merit increases, bonuses and stock options.

talentComp
Benefits

Scale—and re-scale—to fit your organization.
TalentComp is tremendously flexible. Not only will it integrate with all of your existing payroll systems, HRIS platforms and other data sources, the system is designed to be configured to your exact needs. In fact, no two companies' TalentComp interfaces look alike.

Your TalentComp solution will reflect your budgets, regional currencies and business rules. And should you change the way you process increases next year, we'll update your system to match.

While other solutions charge extra as your compensation practices evolve, CWS recognizes change as part of our ongoing relationship.

Thoroughly secure sensitive information.
Naturally, TalentComp incorporates state-of-the-art security measures to protect your sensitive information. But CWS reduces risk even further, by limiting the sharing of unsecured documentation. No more e-mailing spreadsheets or leaving confidential salary information on shared drives.

Simpler from start to finish.
TalentComp has one purpose—to make compensation processes less of a headache. So we've designed the interface to require little or no training.

What's more, CWS Software will manage your initial implementation, ensuring that your system is tailored to your needs, then handle all maintenance and updates, so you have nothing to worry about.

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TalentComp from CWS Software helps ensure that compensation practices are applied quickly and evenly across your organization.

talentComp
Features

Company-specific configuration

- Tailored to your budget and business rules, and reconfigured as your business evolves

- Company-specific interface reflects just what your company needs like compa-ratio and increase recommendations

- Manage multiple currencies, multiple companies and multiple languages

- Implementation, maintenance and upgrades are managed by CWS

- In addition to being used for merit increases, bonuses and stock options TalentComp can be used for promotions and lump sum payouts

Time-saving automation

- Interfaces with any payroll and HRIS systems to collect data and provide updates—quick import/export functionality makes it easy to aggregate information from any source

- Electronically routes increases for approval—supervisors can approve, make changes or return to managers for corrections— and assigns department pool raises and bonuses

- Changes are made easily and automatically rolled up for consolidated review

- Tracks employee salary histories and grades

Simple processes and reporting

- Clear, intuitive interface saves time and requires little or no training for managers and supervisors

- Gives each manager the ability to update employee merit, promotions and adjustments

- Generates spreadsheets for "What if?" calculations and allows modified data to be uploaded to tables

Enhanced security

- Secures compensation information, allowing access only to authorized users

- Limits sharing of unsecured documents such as spreadsheets

Global availability

- The web-based system can be used any time from anywhere in the world

- Multiple currencies for multinational organizations

- Multiple languages for worldwide users