

OpenText Upgrades Compensation Process With CompensationXL



Sandy Berquist
Compensation
Manager

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 of time.

After considering a number of enterprise software systems, OpenText decided to move forward with CompensationXL from HCR Software, Headquartered in Jacksonville, FL.

CompensationXL is flexible and affordable compensation planning software which automates the interaction between the compensation team and managers during focal review cycles for merit. CompensationXL 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 HCR were definitely flexible and easy to work with," Sandy reports, "They were well aware of our



Success Story

tight turnaround time and our schedule. They offered us great services and we were quite pleased with the partnership." Plus, the HCR team met the challenge and implemented the CompensationXL 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 CompensationXL'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 CompensationXL."

OpenText is finding ways to maximize the value from their investment in CompensationXL 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 CompensationXL to other companies? "Absolutely. CompXL makes sense and it's something that's affordable. CompensationXL has been the right choice for us."

About 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.

For more information, visit www.HCRsoftware.com

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