ADP® Compensation Management

53%

of orgs are fairly confident or very confident in their total rewards package.
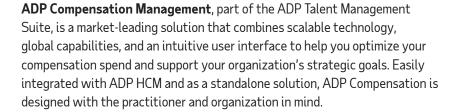
75%

of orgs expect compensation will be more challenging in 2022 and 70 percent plan to invest more in compensation management.

52%

of orgs plan to do pay equity analysis in 2022 — the first year it's been a majority.

Source: Payscale 2022 Compensation Best Practices Report

ADP Compensation Management, part of the ADP Talent Management Suite, is a market-leading solution that combines scalable technology, global capabilities, and an intuitive user interface to help you optimize your compensation spend and support your organization's strategic goals. Easily integrated with ADP HCM and as a standalone solution, ADP Compensation is designed with the practitioner and organization in mind.

Streamline compensation planning

Leverage data from pre-defined guidelines, salary ranges, market data, peer salary, peer ratio, and top-down or bottom-up budgets. Our single-screen planning interface displays only the relevant employee information necessary for managers to conduct compensation planning. Instant access to tools such as interactive worksheets and modeling help managers make equitable, informed decisions, minimizing the need for HR assistance. Via online self-service, ad hoc changes can be made to compensation, bonus targets, and effective dates.

ADP Compensation Management lets you standardize processes and enforce internal guidelines by leveraging a single application across geographies, employee types, and business units.

Ensure equitable pay practices

Gain insight into organization-wide pay gaps, adjust pay for individuals and identify any exclusion situations. ADP's compensation management features are configurable to support your unique compensation operations, including merit increases, promotions, lump-sum amounts, equity adjustments, stock, and bonus plans, and more. Goal-driven compensation allows you to reward your employees based on progress toward specific outcomes. Off-cycle compensation awards are also supported according to your established rules and workflows.

ADP

Always Designing for People®

ADP Compensation Management equips you with compensation module capabilities and a deep set of market insights, **analyzing real data from over 30 million employees**, to help you find the right balance across areas such as pay equity, bonuses, merit increases, and stock awards.

Control costs and reward your best people

Automatically enforce strict adherence to corporate guidelines, flag non-compliant internal policy recommendations, and route focal and off-cycle compensation transactions through pre-defined approval channels. The planning interface shows the total available budget, budget spent, and available budget, so you can set budgets and boundaries within your plans.

Turn data into actionable insights

Utilize built-in comprehensive insight from ADP DataCloud and connect to other external data sources such as sales, revenue, and performance scores. ADP DataCloud Compensation Benchmarks help you determine market pricing for varying roles. Pay Equity Explorer and standard reporting highlight budget data and exceptions alongside graphic displays of key compensation data — helping you develop compensation packages based on timely, accurate information.

Support international requirements

ADP Compensation Management supports multiple elements, languages, currencies, and international date and time formats. Cross-calculation between annual and alternative salary periods (monthly, biweekly, etc.) results in accurate, consistent global compensation planning and reporting.

Learn more about ADP's full talent suite, designed to help your people thrive in today's modern workplace.

- Compensation Management
- Performance Management
- Succession Management
- Learning Management

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