

How Sage developed a simplified compensation system and bonus plan, and employees felt happier.

**Company**

Sage Software

Industry

Computer Software

Employees

15,000+

Location

Newcastle upon
Tyne, England

**Payscale Info**

Paycycle

Situation and challenge

Sage Software is a global market leader for technology that helps small and medium business perform at their best. Sage is trusted by millions of customers worldwide to deliver the best cloud technology and support to manage finances, operations, and people.

In 2019, Sage's reward team was stuck dealing with a complex matrix structure and backward-looking approach to handling their reward programs. From generic pay ranges and inconsistent grading, to a lack of transparency for managers and colleagues about reward calculations, Sage was ready for a transformation.

In 2020, Sage teamed up with Payscale (formerly CURO) to ensure they put their people first and make it easier for managers and executives to take control of fair pay and bonus decisions based on performance. In doing so, leadership developed a simplified compensation system and bonus plan, and employees felt happier and motivated by understanding how their work progress was reviewed and tracked.

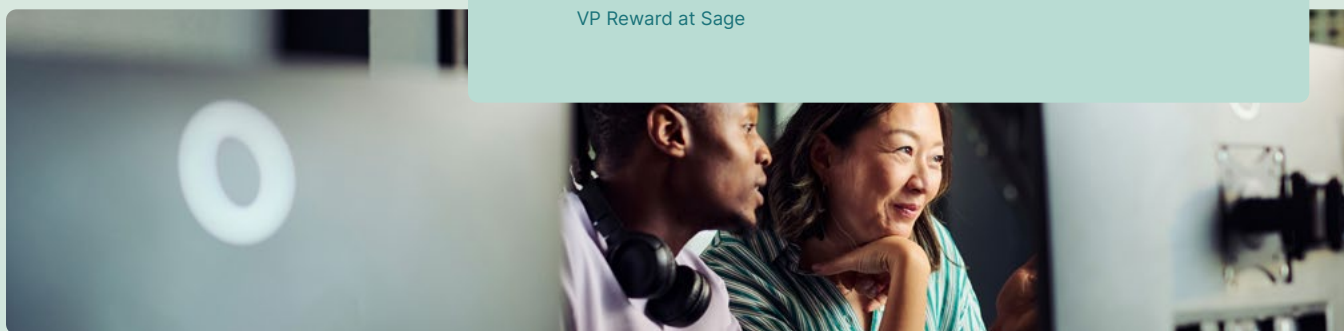


"It was a fantastic experience. Such a good idea to give the manager - who actually knows their team members - the opportunity to fairly distribute the amounts. Payscale's software is well thought out and brilliant."



Ralph Steward

VP Reward at Sage





Configurable incentive compensation calculator

To calculate proration, absence management and bonus slices.



Custom alerts and guidelines

To empower and guide managers in line with corporate governance.



Flexible budget management and constraints

To manage multiple pay, incentives and promotion scenarios easily.



Automated workflows

To simplify submission and approval processes for increased efficiency.



Compensation statement and letter generator

To quickly communicate pay to those who contribute the most to business.

Results

By using Paycycle software, Sage was able to:

- Complete 11K+ employee reviews by 1,600 managers in 3 weeks
- Capture pay, bonus, and LTIP recommendations for all employees
- Calculate bonuses using “slices”
- Redistribute £1.5M in bonuses more effectively and fairly
- Realize and reallocate £366K in absence adjustments
- Achieve £1.5M in cost savings

About Payscale

Payscale stands at the forefront of compensation data technology, pioneering an innovative approach that harnesses advanced AI and the most up-to-date and reliable market data to align employee and employer expectations. With its suite of solutions—Payfactors, Marketpay, and Paycycle—Payscale empowers 65% of Fortune 500 companies to make strategic compensation decisions. Organizations like Panasonic, ZoomInfo, Chipotle, AccentCare, University of Washington, American Airlines, and PetSmart rely on its unique combination of actionable data and insights, experienced compensation services, and scalable software to drive business success. By partnering with Payscale, businesses make confident compensation decisions that fuel growth and build value for both their organization and their people.

Create confidence in your compensation. Payscale. To learn more, visit www.payscale.com.

