

COMPOSE Case Study

Avis Budget Group

Challenge

A customized HCM software solution to help decrease overhead and streamline the complexity of their Annual Incentive Plan (AIP), while addressing specialized modeling and auditing needs.

Solution

Utilizing the company's investment in its Oracle HRIS system, **COMPOSE** complimented existing workflow and added efficiencies through custom automation of Merit and Bonus processes.

Results

The solution eliminated manual processes while maintaining familiar workflow. It increased efficiency, removed time-consuming dependencies and improved data integrity.

Avis Budget Group and its subsidiaries operate one of the world's leading car rental brands, providing business and leisure customers with a wide range of services at more than 2,100 locations in the United States, Canada, Australia, New Zealand, Latin America and the Caribbean region. There are more than 20,000 Avis employees worldwide.

The Avis team needed to combine and automate Merit, Bonus and LTI processes for over 7,000 employees in the US and Canada. The team was using an off-the-shelf software solution that they felt would streamline their current process, however the bulk of Merit and Bonus processes remained manual and long term incentive plans were still not being addressed. The existing manual processes were time intensive and unreliable, but appeared necessary based on the complexity of the company's Bonus plan structure. And, with manual processes, unnecessary dependencies between human resource directors and the compensation team grew.

After evaluating numerous solutions, Avis selected **COMPOSE** as their web-enabled workforce compensation solution:

- Created a centralized data source for Merit and Bonus information
- Created a single point of entry for Merit and Bonus planning, management and deployment
- Provided manager self-service for Merit processes
- Created quick turn-around for a narrow Bonus processing window
- Updated Bonus calculations directly from current financial data
- Allowed for administration of over 50 plans, some containing over eight components
- Facilitated regular imports of over 90,000 rows of financial data, which directly affect Bonus calculations
- Facilitated rapid response to any last minute financial adjustments that affected Bonus calculations for large segments of the employee population
- Provided the ability to automate individual employee overrides to Bonus calculations

compose™

“Delivering the future of compensation, today.”

COMPOSE by Decusoft offers businesses a specialized compensation management software solution that simplifies the administration of complex variable pay programs including Merit, Bonus, and Short-term and Long-term incentives. **COMPOSE** easily integrates with existing ERP, HRIS, financial and human capital management solutions.