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## The EIM Files

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### Compensation Planning

In the [2003 Buyer's Guide to Enterprise Incentive Management](#), the Vendor Analysis section for Compensation Planning software features Kadiri and Workscope, based on set criteria for evaluation. However, the rapidly emerging market for software that streamlines the compensation planning and management process includes a range of vendors that address vertical markets, focus more on services than product, are new to the space, or address mid-market needs. Vendors that are worth evaluating, depending on your organization's needs, are software vendor RetentionEngine and services companies Colletti-Fiss, and Compensation Design Group.

RetentionEngine – [www.retentionengine.com](http://www.retentionengine.com)

### **Compensation Planning and Management: Balancing Performance and Lower Implementation Cost**

RetentionEngine, a Boston area based company, offers compManager, its software suite aimed at helping organizations get a better hold of base salary, variable compensation, stock plans, executive pay, and compensation communication issues. compManager features very strong integration with existing payroll and ERP systems such as Oracle, PeopleSoft, and SAP, extremely flexible deployment model, readily customized interface and functionality, and a robust Web-based architecture.

compManager is available as a hosted solution or on an enterprise install basis (currently Microsoft server support only, UNIX is being considered). Overall, the product meets or exceeds all requirements of compensation plan design, workflow, and management, features excellent reusability of components (to avoid redundant work in creating or modifying plans), and has demonstrated flexibility and ability to integrate with existing solutions.

RetentionEngine is particularly well suited to mid-size organizations looking to take advantage of the benefits of automated compensation planning and management without the high cost typically associated with it. compManager represents a sound functional product with a moderate price tag.