EIR WORK*stream*® : Incentive Plan Design

Centralize, Compare, and Collaborate on Every Incentive Plan.

The Problem

When incentive plans live in spreadsheets across countries or teams, they're hard to track, hard to evaluate, and even harder to audit. Organizations need a system to manage plan design decisions and track how plans perform across all functions.

The Solution: WORK*stream*® Incentive Plan Design

Built by EIR's SAP® SuccessFactors® experts, this module helps global compensation teams document, manage, and report on hundreds of incentive plans. It brings structure to the design process while allowing local flexibility.

What It Does

- Creates a central repository of all incentive plans
- Facilitates plan setup, documentation, and result capture
- Allows modeling and year-over-year comparisons
- Generates analytics to evaluate plan effectiveness

Helpful When...

- Your plan definitions are in dozens (or hundreds) of spreadsheets because the line of business can design its plans
- You need cross-team collaboration during plan design
- You want to compare designs by year, country, or function
- Compliance requires better visibility into bonus program logic and outcomes

Real Results

"Managing incentive plans with spreadsheets was inefficient and made it hard to get a complete overview or automate bonus calculations. Incentive Plan Design now provides a central repository and directly integrates with SuccessFactors Variable Pay, saving us hundreds of hours." COMPENSATION MANAGER

Client Story: Global Enterprise

A multinational company was manually managing over 300 MIP and non-MIP incentive plans across its business units. Without central visibility, reporting and modeling were nearly impossible.

EIR WORK*stream* Incentive Plan Design replaced spreadsheets with a structured application, saving hundreds of administrative hours and improving plan visibility.

Why EIR WORK*stream*®

- Designed by SAP SuccessFactors implementation professionals
- Centralizes plan design and performance tracking
- Improves compliance and governance
- Enables collaboration across teams and geographies

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