

Integrated Web Based

Aspiration E-Salary Review

Electronic Salary Review

Manage Salary Increases against performance and industry benchmarks

This module provides the functionality to model salary increases taking into account the employee's performance, the budgeted salary increase and the industry benchmark salary for each job.

In addition the system operates on the principle of managing salaries within a particular band by limiting the recommended increases of over paid employees even if they perform well and recommending increases to underpaid employees even if they perform poorly

The manager still retains the discretion to apply the actual increase regardless of what the recommended increase is but the HR Director or CEO can view the overall effect of the increase and check to see that it is within budget



Functionality

- Manage Salaries

Key Benefits

- Apply Performance Based Increases
- Manage Salaries within industry range
- Address overpaid and underpaid employees
- Ensure Salary budget is met
- Prevent Organisational blockage by overpaid employees
- Ensure retention by addressing underpaid high potential employees
- Huge Potential Savings by effectively managing salaries e.g. a company with 500 employees with an average salary of R100000 will have a salary budget of R50 million per annum
0.1% saving by effective management salary increases equals R50 000 (for year 2, 3 and 4 as well)

Benefits to Managers

- Easy access to check leave balances
- Approval on line
- Improved leave planning capability
- Leave balances available

SALARY REVIEW MODULE

Emp. No	Name	Current	CR	PR	PF	True Increase	True Package	Rec. Increase	Rec. Pack	Actual Increase	Actual Increase %	New Salary	New CR
12	Daniel Day	R350000.00	1	SER	15%	R52500.00	R402500.00	52500	R402500.00	43000	12	393000	1.06
13	Lucas Radebe	R580000.00	1.66	MR	10%	R58000.00	R638000.00	-136000	R444000.00	10000	2	590000	1.59
Budget Increase			10%			Variance: Budget to Actual			4.30 %				
Recommended Increase			-8.98%			Variance: Actual to Recom.			-14.68 %				
Actual Increase			5.70 %			Variance: Recom. to Budget			10.09%				



New Directions in HR Technology

Aspiration has been able to provide some of South Africa's leading companies with effective web based HR software tools

Other Modules available from Aspiration include

- E-Performance Management
- E- 360 Appraisal
- E-Skills Management
- E-Training Administration
- E-Career & Succession Planning
- E-Recruitment
- E-Leave
- E-Employment Equity
- E- Learning Resources
- E- Discipline

Any two or more of these modules can be combined into a single seamless offering at any stage

Aspiration offers the choice of Intranet or Internet installations

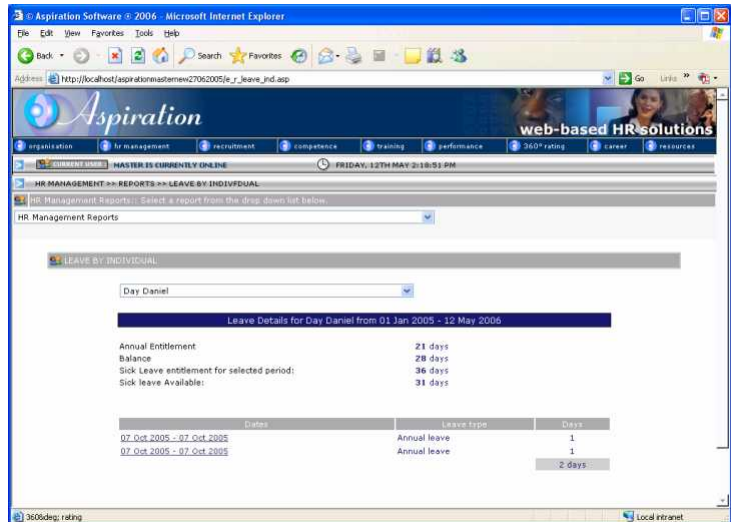
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TECHNICAL SPECIFICATIONS

The application software code is written in ASP (Active Server Pages), JavaScript and VBScript.

The database engine used is Microsoft SQL Server 7 or later.

The Aspiration Software runs on a centralised server connected to the client's network (or Intranet), and will be located on the client's premises, or for the Internet option, at an agreed Internet Service Provider.

For the client side hosting option the following Microsoft software products and components are required:

- Microsoft - Windows NT Server 4.0 (or later) or SBS 2003
- Microsoft SQL Server 7 or later

For the Internet Service Provider option an Internet connection is the only requirement

The software is configured for Internet Explorer 5.5 (or later).
The system is a web based application.

Aspiration provides the option of automatic employee downloads from existing payroll, HR or ERP Systems e.g. VIP, SAP & PeopleSoft



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