

## **IBM Software Group**

### *Salary Planning and Position Control Performance Blueprint*



#### Solution Description

Increasing competition for funding and faculty is forcing higher education institutions to improve their business perspective and gain much greater insight into their operations. A key strategy for long-term viability is to recruit and retain highly skilled academics. This means offering competitive salaries and benefits, research support and resources and quality working conditions.

The IBM Cognos Salary Planning and Position Control Performance Blueprint offers comprehensive insight into compensation planning. It lets institutions analyze current salaries and benefits, and forecast future needs.

#### Features & Benefits

The Salary Planning and Position Control Blueprint allows institutions to:

- Understand the total cost of individual instructors including all benefits and lump sum payments
- Understand how individuals are funded, and when funding sources are going to change or run out
- Do scenario planning for funding sources to gain insight into where funding will come from in the future or which funding streams need to be replaced and when
- Understand how budgeted salaries are split among multiple payroll accounts
- Plan for instructor demand based on course and curriculum requirements
- Develop salary and position funding plans that are aligned with current and long-range academic program requirements

#### Value Proposition

Salary and compensation planning is a key activity for institutes of higher learning. It is critical for recruiting and retaining skilled and qualified academics. The Salary Planning and Position Control Blueprint helps to improve insight in this area, so you are better able to analyze salaries and benefits, total cost of faculty, and funding sources. With scenario planning, you can extend the reach and meet instructor demand based on curriculum needs. Just as important, you can forecast and adopt new strategies to address funding needs today and ensure it continues into the future.

#### IBM Segment

- Cognos

#### Business Function

- Performance Management

#### Target Industry

- Education

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