



ASSIGNMENTPRO SUPPORTS COMPLEX CALCULATIONS FOR A LARGE MOBILITY PROGRAM

THE CHALLENGE

A multinational company operating in over 70 countries needed to perform highly complex cost and payroll calculations for their over 6,000 mobile employees.

Given the client's large mobility program, **their calculation logic was highly complex based on several factors such as job grades, salary levels and policy considerations.** There were some key characteristics to the calculations:

- Multiple re-calculations, to weigh up several results to determine a final amount.
- Multiple input sources to be considered in conjunction with policy rules; salary, bonus, pension data, location specific indices, grade, work/shift patterns and pay history.
- Floor and ceiling limits, to stop specific pay elements ever decreasing or increasing past a previously calculated amount.
- Scale down logic to automatically apply a deduction or reduction of an allowance in line with policy.
- Refreshed inputs and recalculation of all values each pay period.



THE SOLUTION



Data tables

AssignmentPro allows the creation of custom data tables that can store far more information than excel and be used by multiple calculations. Data tables are easy to import into and allow for centralization of data, meaning one single source to update and easy interrogation of values.



Multiple calculation variables

AssignmentPro can perform calculations based on multiple inputs. Examples range from location, policy, grade, family size to number of children on assignment, or number of children above/below a certain age. It can provide a trustworthy solution to ensure that allowances take into account all inputs correctly.



Multi-step calculations

AssignmentPro can calculate and show several layers within a single calculation to make sure that the mobility team receives the final numbers as expected, while having a view of each stage of results.



Equus' Tax engine

Although the client's policies required mostly net amount calculations, the tax logic available in AssignmentPro ensures that accurate tax or social security contributions are applied when necessary.



Re-use of calculation logic

The same calculations can be used in cost projections, compensation calculations and even payroll instructions. This saves time in creating and maintaining the calculation logic.





THE RESULTS

Utilizing AssignmentPro's powerful calculation tools ensured that **the client can quickly and correctly compute all allowances and costs.**

The mobility team have a good understanding of how the system performs their multi-step computation, with visibility of all data points and knowledge to maintain or update these in the future.

AssignmentPro's batch functionality also allows the mobility team **to generate thousands of compensa-**

tion or cost calculations with a click of a button. The system generates these costings and compensation documents in line with the client's expectations both regarding their look and content.

AssignmentPro is able to produce documents which can be shared with the employee or the business without any further manual input. This feature makes the recurring re-calculation processes, such as the annual compensation review, easier.

AssignmentPro empowers the mobility team to support their global population with quick, accurate and automated cost and compensation calculations. The team can update these in the future and easily accommodate any changes themselves.

Learn more at equusoft.com

