NICE®

Intent. Insight. Impact.

NICE PERFORMANCE MANAGEMENT

NICE Pay for Performance 6.2

REINFORCE POSITIVE RESULTS WITH
PAY FOR PERFORMANCE 6.2

NICE Pay for Performance (P4P) further strengthens your results-driven culture by clearly connecting performance to compensation. NICE P4P is based on our market-leading Incentive Compensation Management solution and is designed specifically to work out of the box with NICE Performance Management. It connects front-line compensation directly to performance metrics that are already being tracked. Now, you can pay your employees with precision by using a solution specifically designed to manage compensation plans and processes.

NICE PAY FOR PERFORMANCE VALUE

NICE P4P impacts your company by driving alignment and action.

ALIGNMENT

While financial incentives are a top motivator of performance, they can be a source of frustration. When pay is not clearly tied to performance or company priorities, you risk confusing employees or even rewarding them for the wrong behaviors. Paying for performance should be a powerful means to align the goals of the employee to that of the organization. NICE P4P offers a solution:

- **NICE P4P connects pay to performance.** You are already capturing and reporting every performance metric that matters through NICE Performance Management. Make pay equally visible at the individual level by tying it directly to these metrics.

- **NICE P4P reduces overpayments.** Organizations that manage compensation in Excel or homegrown software overpay from 5% to 12% every year. NICE P4P is purpose-built to manage compensation and is proven to vastly reduce overpayment.

- **NICE P4P keeps a (virtual) paper trail.** Should you ever need to resolve a dispute or respond to an audit, you won't need to mine a spreadsheet. Enjoy the confidence that comes with total compliance.

The result is an organization that is completely aligned around common goals. A clear connection between pay and existing performance metrics gets employees focused on the right behaviors and results. NICE is trusted by executives for decision-making and by end users for accuracy, driving goal alignment across the organization.
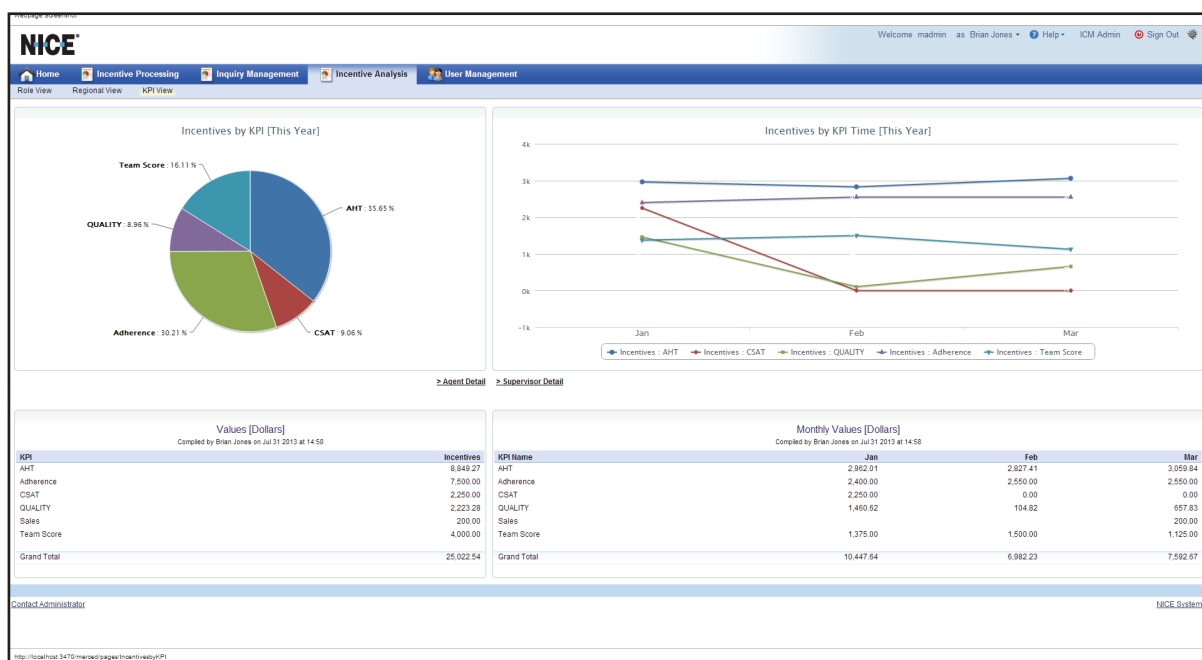
ACTION

There is a huge difference between a passive compensation spreadsheet and a solution that guides your people through complex processes and activities. NICE P4P has embedded workflows that make it easy to resolve disputes, adjust plans, and focus the front-line. NICE ICM drives action, and action drives business impact.

- **NICE P4P leverages familiar inputs.** First and foremost, NICE P4P leverages the NICE Performance Management metrics that are already being tracked. Compensation managers can also use common file formats (e.g. Excel) as input.

- **NICE P4P produces clear reporting output.** P4P reporting is available in near real-time at the individual level and is fully integrated with NICE Performance Management reporting. In addition to reporting, P4P produces payroll files, contest communications, and action alerts.

- **NICE P4P facilitates plan changes.** Compensation plans need to change to reflect changes in priorities or performance. Use 'Process Manager' to adjust processes and/or incentives via simple visuals. Apply 'Test Mode' to assess the impact of changes or test your logic as you model changes. NICE P4P facilitates change.

- **NICE P4P streamlines dispute resolution.** Expedite disputes via a defined process by (a) routing the dispute, (b) making the necessary information readily available, and (c) commucating the resolution.

Make it easier for your Site leaders or Compensation managers to keep pay constantly connected to company priorities. Organizations that adopt NICE P4P spend their time and energy focused on delivering results, not maintaining spreadsheets.

Organizations that want to expand these capabilities can easily migrate to NICE Incentive Compensation Management. This full solution provides access to more data sources, user types, and workflows.

CONCLUSION

Clearly connect your existing NICE Performance Management data to compensation. Move beyond the time lags and overpayments of spreadsheets and homegrown software. Drive alignment and action with a solution designed specifically to pay for performance. Leverage NICE P4P to amplify your investment in NICE Performance Management, to motivate the right behaviors every day, and reinforce your culture of performance.

VoiceProducts
VOICE • VIDEO • DATA

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ABOUT NICE SYSTEMS

NICE (NASDAQ: NICE) is the worldwide leader of software solutions that deliver strategic insights by capturing and analyzing mass quantities of structured and unstructured data in real time from multiple sources, including, phone calls, mobile apps, emails, chat, social media, and video. NICE solutions enable organizations to take the Next-Best-Action to improve customer experience and business results, ensure compliance, fight financial crime, and safeguard people and assets. NICE solutions are used by over 25,000 organizations in more than 150 countries, including over 80 of the Fortune 100 companies.   www.nice.com

ABOUT VOICE PRODUCTS

Voice Products has been selling and servicing products nationwide since June 19990. More than 4,000 customers in public safety and other industries entrust their customer interaction solutions to Voice Products. Headquartered in Wichita, KS with sales and support office located strategically throughout the US, Voice Products prides itself on providing the best possible customer experience in order to develop a long-term and beneficial partnership with their clients. For more information, visit www.voiceproducts.com