

Compensation Management



Sales Operations

- Define and maintain territories and crediting rules



Sales Management

- Review territories and crediting rules
- Approve compensation plans for their sales representatives
- Review sales representatives' performance
- Review and approve compensation payments
- Manage any disputes

Quota Planning & Management



Compensation Analyst

- Onboard new sales representatives; assign new representatives to roles
- Manage exceptions and make manual adjustments
- Manage overall process to ensure compensation payments are sent on time
- Maintain compensation plans and make any necessary adjustments or changes with Finance or HR
- Maintain crediting rules
- Manage plan assignments and sign-offs
- Review, adjust and approve compensation payments
- Send accruals to finance



Sales Representatives

- Review current attainment earnings
- Dispute attainment and earnings if needed
- Accept individual compensation plan