

THE 5 W'S OF SALES COMPENSATION AUTOMATION

The average company spends at least 10% of revenue on incentive compensation.¹ This means that payout accuracy and efficiency are CRUCIAL for any enterprise looking to grow, move quickly, and drive sales results. So how can organizations streamline compensation processes? The answer is simple—automation.

WHY

IS AUTOMATION SUCH A BIG DEAL?

75%

OF COMPANIES MANAGE COMP MANUALLY²

>80%

OF SPREADSHEETS CONTAIN **ERRORS**²

Organizations spend up to **5 hours** per month analyzing data from spreadsheets.²

WHOSE

JOBS ARE REALLY AT RISK?

Automation works WITH you, not AGAINST you, so jobs are not at risk.

1

Occupational churn in the US is at a historic low³

2

Median US job tenure has increased since 2000— the mainstreaming of the internet and the advent of AI— resulting in stability for much of the American workforce.³

3

Today's employment environment is similar to what it was in the 1950s—the era of peak job stability³

STREAMLINING OF PROCESSES CHANGES JOBS FROM BEING MORE TACTICAL TO MORE STRATEGIC, BUT IT DOESN'T REPLACE VALUABLE HUMAN BEINGS.

WHERE

IS AUTOMATION MOST CRITICAL?



ANY SIZED COMPANY CAN BE AFFECTED BY MISCALCULATIONS. BUT AS AN ENTERPRISE, PICTURE THE FOLLOWING:

\$500M INVESTMENT

Paying 5000+ sales reps 100,000/year results in a \$500M investment²

3% ERROR RATE

3% error rate means that 11% of sales reps will be improperly paid at some point in the fiscal year¹

COSTS \$1.5 MILLION

An error rate of 1% costs a company \$500,000. An error rate of 5% costs \$2.5M²

And if they're not happy...the average cost to replace a rep is \$155K⁴

WHAT

AUTOMATED SALES COMPENSATION MAKES A REAL IMPACT!



1. Improving Data Integrity

a. Eliminate >90% of commission payout errors²

2. Reducing Errors

a. 50% fewer unreturned compensation plans²

3. Increasing Efficiencies

- a. 60% less time spent on incentive compensation⁵
- b. 80% less time creating and routing plan docs⁵
- c. A 2-3x gain in efficiency over counterparts using spreadsheets/ manual processes²

WHEN

IS YOUR NEXT STEP?

See how you can get started today—download the “2019 Sales Compensation Best Practices Survey.”

SOURCES:

1. Xactly 2018 Sales Comp Administration Survey
2. Xactly 2019 Sales Compensation Best Practices Study
3. False Alarmism: Technological Disruption and the U.S. Labor Market, 1850–2015
4. DePaul University
5. 4 Best Practices to Increase ROI for Sales Incentive Compensation