

# MERIT PLUS – MIS OUT-SOURCED SERVICE

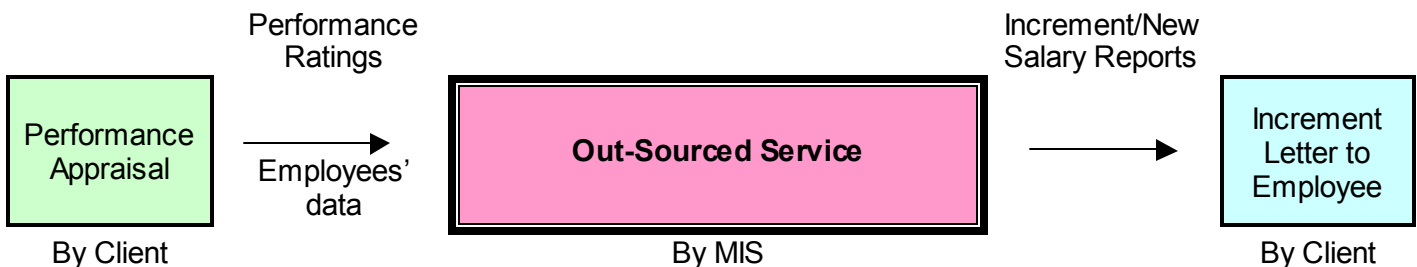
## Web-based Compensation Toolkits

- IT-based annual increment budgeting, planning and distribution system for top management
- Instant employees' salary statistics and reports (summary and details)
  - By Department
  - By Category
  - By Grade
  - By Position
  - By Performance Level

### 1. What is IT ?

This is an out-sourced IT-based service provided by MIS & Associates to administer and manage fairly and accurately the annual general and merit increment. An efficient and effective approach to annual increment budgeting, planning, distribution and administration (process from using performance rating available to posting of individual increment letters).

In addition, it provides instant, comprehensive and user-friendly (easy-to-use) detail salary reports statistics and analyses e.g. specific employee categories, departments and grades available from the company's salary database.



### Salary and Increment

- Increment budget estimates
- Salary and increment cost analyses/simulation
- Increment to employees
  - Analyses
  - Distribution
  - Reports
- Salary reports/statistics (from database)

### 2. Main Features of MERIT PLUS

- An IT system : Saves significant management time and resources (Process/Administrative time : probably cut from weeks to days only)
- Using very objective management system – using fair and well-accepted principles.
- An efficient and effective simulation tool - scenario-based. Instant reports available.
- Comprehensive salary and increment reports (include salary database analyses / profiles / summaries including compa-ratio, CR).
- Do not need to use “forced distribution” and broad increment guidelines - minimise increment grievances and disparity.
- Accurate budget implemented.
- Client able to generate individual increment letter directly.