



Success Story  
Energy and Resources Industry



# Retiring Spreadsheet-Based Compensation Systems With beqom

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Total is the world's fourth-largest oil and gas company and a world-leading solar energy operator through SunPower. With operations in more than 130 countries, Total has nearly 100,000 employees who are fully committed to better energy. The organization's activities span oil and gas production, refining, petrochemicals and marketing. Total supplies its customers worldwide with safer, cleaner, more efficient and more innovative products and services that are accessible to as many people as possible.

## Need



Faced with hurdles from spreadsheet-based and in-house compensation systems, Total was looking for a solution to effectively manage all of their compensation processes. With close to 100,000 employees across the globe, the company wasn't looking for a standard suite-based compensation module.

They required a robust system that could manage sophisticated compensation review campaigns, complex validation workflows and budgets linked to their matrix based organization, and still serve as an intuitive tool for their managers. Long term incentives were also an important requirement. But robust wasn't the only criteria. With the CEO being the final decision maker on compensation strategies, the solution that Total was looking for had to be unique and, most importantly, highly adaptable.

## Solution



After evaluating several compensation systems, Total selected beqom for its unified approach to compensation management. Today, the organization has automated all compensation processes on the beqom platform including budgeting and simulation of staff cost, salary review process and bonus management, long term incentives, deep analytics on forecast and budget spent. Their compensation and benefits team now has full control of all compensation processes, including the ability to create, simulate and run salary review campaigns without assistance.

## Benefits



By selecting beqom Total has overcome several challenges, leading to:

- Being able to run simulation and realtime campaign (budget, workflow) in the same tool.
- Managing in the same framework Group's requirements and 5 Divisions' specificities.
- HR team can guarantee that the budget spent is aligned with the forecast.
- Improved communication and compensation transparency across all management levels.
- Enhanced talent retention and reduced turnover rate, thanks to greater communication tools.

## Company snapshot

**Sector:** Energy and Resources

**Headquarters:** Courbevoie, France

**Total revenue:** \$171 billion\*

**Total employees:** 98,277

\* in 2017

Dominique Pardo, President  
of Administration and  
System Management Office  
at Total Group

*“The choice of beqom comes after a deep evaluation of the various market solutions. We wanted a solution capable of supporting Total in transforming its HRIS to become truly global.”*



# Happiness is the best driver of success

Our mission is to make the workforce of our customers happy. beqom drives happiness by allowing business managers to lead, align and motivate employees and partners. The beqom Total Compensation solution is used globally across all industry sectors by over 100 large companies such as Microsoft and Vodafone. It addresses all performance and compensation aspects such as salary review, bonus, long-term incentives, commissions, benefits, non-cash rewards and all key drivers towards employee performance and sales performance.

HR, sales and finance departments leverage our platform to drive performance, retention, cost optimization and... happiness among their people.

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