

Nor Rain, Nor Wind, Nor Hurricane The Story of JGI's SalaryXL Implementation to Noven Pharmaceuticals

Every year in August, Noven Pharmaceutical's HR Team and Department Managers would begin their tedious annual assessment compensation cycle. The process traditionally involved a large number of spreadsheets, the input of multiple managers whose actions and progress were unable to be tracked and supervised, and a completion cycle of close to 6 months. To make matters worse, this time-consuming and arduous process typically rendered inaccurate results.

In essence, Noven Pharmaceuticals needed a solution to replace their existing inefficient Salary Planning process.

Enter JGI.

In early 2005, The Janis Group, Inc. (JGI) introduced their web-based, system-agnostic Salary Planning tool **SalaryXL**. JGI's SalaryXL allows organizations to leverage their existing HRMS (ADP, Lawson, PeopleSoft, Oracle, etc.) as well as their existing manual Excel-based Salary Planning processes. JGI designed the tool using an Excel-format, giving end-users the ability to use the spreadsheets they are familiar with. Plus by making it a web-based tool, SalaryXL offers greater functionality by having all relevant and up-to-date information in one database. By consolidating all of the data from various outlets: Payroll, HR, Compensation, etc., into one web-based database, SalaryXL allows users to access real-time salary review data as well as up-to-the-minute monitoring of where managers stand in the current merit cycle.

"When I first viewed the SalaryXL demo, I was intrigued by its apparent ease-of-use including its straightforward data importing and exporting capabilities, but moreover I was encouraged by its Excel-structured format which meant that minimal training would be needed to transition our management team", explained Carolyn Donaldson, VP Human Resources for Noven Pharmaceuticals. "There were a few concerns we had before bringing a solution in-house. First and foremost was security. We couldn't put our employees critical data at risk. We needed a tool that offered easy visibility, while ensuring multiple levels of security and backup. SalaryXL offered it. We needed a solution that could be implemented quickly, efficiently, and seamlessly. JGI assured us they could get it done. Little did they know what was in store for them", Ms. Donaldson continued.

In mid-August of 2005, JGI began the implementation of SalaryXL into Noven Pharmaceutical's Miami, FL based location. Over the four weeks that JGI had allotted to the project, two hurricanes ripped through the Miami area. JGI and Noven implementation teams continued to work diligently, and four weeks to the day since the contract was signed, JGI fulfilled their objective of having the Compensation Management solution installed and functioning.

"Regardless of obstacle, inquiry, or unexpected hurdle, JGI was awesome", proclaimed Ms. Donaldson.

And beyond implementation and integration satisfaction, JGI takes great pride in end-user satisfaction.

"SalaryXL is extremely user friendly, so much so that even our novice users have adapted to gain high proficiency in the process. Our management team is extremely excited about the ability to view salary data history, input recommendations, provide comments into one database, and above all else, the ability to review data as managers update the system", said Donaldson.

"JGI has completely changed the way that we approach Salary Planning, but they have done so in such a way that they've kept it familiar and intuitive. Our cycles are faster, more accurate, and user-friendly. Now the process offers constant visibility and required minimal training to completely transition our management team. And the cherry on top was the low cost for such a time-saving, stress alleviating solution. I never thought it was possible, but JGI has saved us from our Salary Planning spreadsheet nightmare", Ms. Donaldson concluded.

About JGI

The Janis Group Inc., (JGI) was founded in 1982 by Michael Janis as a Software and Professional Services firm specializing in Supply Chain and Human Resources / Payroll Systems. JGI Corporate office is located in Rochelle Park, NJ. We pride ourselves on our solid customer references, our flexibility in meeting customer requirements and our creativity in serving the needs of the HR and Supply Chain communities. Our motto has and will always be: **Deliver what is promised.**

JGI continues to lead the way in Human Capital Management solutions – Transforming your HR operations to serve you better. Our innovative solutions come from almost 25 years of experience service the HR community.