



IBM Cognos Incentive Compensation Management V8.0 delivers workflow management capabilities to enable you to more easily automate key compensation processes

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At a glance

IBM® Cognos® Incentive Compensation Management V8.0 includes:

- A set of functionality called Workflow Manager which simplifies the management of compensation related business processes such as compensation plan signoff and dispute management.
- A number of user interface and user experience improvements that are aimed at making the application more intuitive to use. For example, there are several improvements to the built-in report writer.
- Performance and scalability improvements.

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Reference: YE001

Overview

IBM Cognos Incentive Compensation Management helps organizations to design and manage very complex compensation programs including sales commissions, bonuses, Management by Objectives, and noncash rewards. Business users can create, model, and administer pay-for-performance programs.

IBM Cognos Incentive Compensation Management V8.0 adds:

- Advanced workflow and routing functionality that simplifies the management of compensation related business processes. With Workflow Manager, administrative users are able to model and manage these processes in a visual-based workflow editor.
- A number of user experience improvements that may result in faster implementation times and lower training requirements.
- Performance improvements that may result in faster sales compensation calculation times.

Key prerequisites

- Processor: Two Intel™ processors (minimum 4 cores each)
- Memory: 96 GB
- Disk space: 500 GB plus additional disk space for annual growth
- Display: XGA (1,024 x 768) or higher resolution

Contact your IBM representative for assistance in sizing your environment.

Planned availability date

The availability dates for IBM Cognos Incentive Compensation V8.0 are:

- December 13, 2012: Electronic general availability (eGA)
- December 20, 2012: Physical general availability (pGA)

Description

IBM Cognos Incentive Compensation Management V8.0 helps organizations to design and manage very complex compensation programs including sales commissions, Management by Objectives, and noncash rewards.

The solution is used by finance, sales, human resources, and information technology (IT) teams across several industries. Tangible benefits may be achieved by automating compensation calculations, streamlining the assignment of territories, managing the collection and approvals of quotas, and reporting and analyzing sales performance.

Cognos Incentive Compensation Management V8.0 delivers a number of new and improved capabilities.

The highlight of the release is a set of functionality called Workflow Manager. This functionality simplifies the management of compensation related business processes. You can model and manage these processes in a visual-based workflow editor. Some examples of processes that can be handled by Workflow Manager include:

- Inquiries and disputes from sales representatives regarding their commission payments
- Distribution and sign-offs of compensation plan documents
- Revenue forecasting

Cognos Incentive Compensation Management V8.0 also includes a number of user interface and user experience improvements that are aimed at making the application more intuitive to use. These improvements may result in faster implementation times and lower training requirements. Some examples include:

- A new approach for representing the connections between components in the Composer user interface
- Data validation when constructing reports in Presenter
- The ability to preview data when constructing reports in Presenter

Cognos Incentive Compensation Management V8.0 also contains performance and scalability improvements. Performance improvements relate to the speed of importing records and processing transactions to calculate compensation payments. Scalability improvements relate to the length of time it takes for a compensation

statement or report to be accessed and displayed as additional users log into the system during peak times.

Accessibility by people with disabilities

A US Section 508 Voluntary Product Accessibility Template (VPAT) containing details on accessibility compliance can be requested at

http://www.ibm.com/able/product_accessibility/index.html

Program number

Program number	VRM	Program name
5725-I02	8.0	IBM Cognos Incentive Compensation Management

Education support

No courses are available.

Offering Information

Product information is available via the Offering Information website

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Technical information

Specified operating environment

Hardware requirements

Administrative Client

- Processor: Intel Core Duo or equivalent
- Memory: 4 GB
- Disk space: 180 MB plus additional space for local error logs and reports
- Display: XGA (1,024 x 768) or higher resolution

Web client

- Processor: Intel Pentium™ 4 or equivalent
- Memory: 1 GB
- Disk space: Negligible space for graphics and HTML pages
- Display: XGA (1,024 X 768) or higher resolution

Server environment

- Database server
 - Processor: Two Intel processors (minimum 4 cores each)
 - Memory: 96 GB
 - Disk space: 500 GB plus additional space for annual growth
- Application server
 - Processor: 1 Quad Core Intel processor
 - Memory: At least 4 GB
 - Disk space: At least 5 GB

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Software requirements

Administrative client

- Operating system: Microsoft™ Windows™ XP Service Pack 3, Microsoft Windows Server 2003 R2, Microsoft Windows Server 2008, or later, Microsoft Windows Vista, Microsoft Windows 7
- Other software: Microsoft .NET Framework 3.5 Service Pack 1, Microsoft Excel 2007, Adobe™ Flash Player 10, Adobe Reader 9

Web client

- Other software: Mozilla Firefox 10, Microsoft Internet Explorer 8.0, Google Chrome, Apple Safari 4.0, Adobe Flash Player 10, Adobe Reader 9

Server environment

- Database server
 - Operating system: Microsoft Windows Server 2003 R2, Microsoft Windows Server 2008, 64-bit environment, Microsoft Windows Server 2008 R2 64 bit (recommended)
 - Databases: Microsoft SQL Server 2005 Service Pack 3, Microsoft SQL Server 2008, Microsoft SQL Server 2008 R2, Microsoft SQL Server 2012 (recommended)
- Application server
 - Operating systems: Microsoft Windows Server 2003 R2, Microsoft Windows Server 2008, 64-bit environment
 - Other software: Microsoft .NET Framework 3.5 Service Pack 1
 - Web application server requires Java™ 6 and one of the following servlet containers:
 - Apache Tomcat 6.0
 - IBM WebSphere® Application Server V7.0
 - JBoss 5.0

The program's specifications and specified operating environment information may be found in documentation accompanying the program, if available, such as a readme file, or other information published by IBM, such as an announcement

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- One CD-ROM

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Product group: Varicent

Product Identifier Description (PID)

IBM Cognos Incentive Compensation Management (5725-I02)

Charge metric

Program name	Part number or PID number	Charge metric
IBM Cognos Incentive Compensation Management for Transaction Based Payees	5725-I02	RVU
IBM Cognos Incentive Compensation Management for Non-Transaction Based Payees	5725-I02	RVU
IBM Cognos Incentive Compensation Management for Inactive Payees	5725-I02	RVU
IBM Cognos Incentive Compensation Management for Administrative Users	5725-I02	Authorized User

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The resources for the purpose of RVU licensing are Eligible Participants. Each individual or entity eligible to participate in an service delivery program managed or tracked by the program is an Eligible Participant.

Resource Value Unit conversion table

- From 1 to 100 Resources, 1.0 RVU per Resource
- From 101 to 250 Resources, 100 RVUs plus 0.9 RVUs per Resource above 100
- From 251 to 500 Resources, 236 RVUs plus 0.8 RVUs per Resource above 250
- From 501 to 750 Resources, 435 RVUs plus 0.6 RVUs per Resource above 500
- From 751 to 1,250 Resources, 585 RVUs plus 0.5 RVUs per Resource above 750
- From 1,251 to 2,000 Resources, 835 RVUs plus 0.4 RVUs per Resource above 1,250
- For more than 2,000 Resources, 1,135 RVUs plus 0.3 RVUs per Resource above 2,000

Program name/Description	Part number
IBM Cognos Incntv Cmpnstion Mgt	5725-I02
Program name/Description	Part number
IBM Cognos Incntv Cmpnstion Mgt Electronic Delivery	5725-I02

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Program name/Description	Part number
IBM Cognos Incentive Compensation Management 8.0 Multiplatform Multilingual Media Pack	B503KML
IBM Cognos Incentive Compensation Management for Administrative Users Authorized User License+SW Subscription & Support 12 Months	D0T74LL
IBM Cognos Incentive Compensation Management for Administrative Users Authorized User Annual SW Subscription & Support Reinstatement 12 Months	E0EIFLL
IBM Cognos Incentive Compensation Management for Administrative Users Authorized User SW Subscription & Support Reinstatement 12 Months	D0T75LL
IBM Cognos Incentive Compensation Management for Transaction Based Payees Resource Value Unit License+SW Subscription & Support 12 Months	D0T76LL
IBM Cognos Incentive Compensation Management for for Transaction Based Payees Resource Value Unit Annual SW Subscription & Support Renewal 12 Months	E0EIGLL
IBM Cognos Incentive Compensation Management for	D0T77LL

for Transaction Based Payees Resource Value Unit SW Subscription & Support Reinstatement 12 Months IBM Cognos Incentive Compensation Management for Non-Transaction Based Payees Resource Value Unit License+SW Subscription & Support 12 Months	D0T78LL
IBM Cognos Incentive Compensation Management for Non-Transaction Based Payees Resource Value Unit Annual SW Subscription & Support Renewal 12 Months	E0EIHLL
IBM Cognos Incentive Compensation Management for Non-Transaction Based Payees Resource Value Unit SW Subscription & Support Reinstatement 12 Months	D0T79LL
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- L-AMIR-8Z7NS5: IBM Cognos Incentive Compensation Management for Inactive Payees V8.0
- L-AMIR-8Z7NSL: IBM Cognos Incentive Compensation Management for Administrative User V8.0

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Yes

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Program name/Description	Part number
Cognos Incentive Comp	5725-I02

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