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Salary review Created Sep 18, 2024 (06:09) by Bruno lorenzo Spinelli

### Definition

[Link](#) [Link](#)

Salaries are reviewed yearly as part of the annual compensation planning campaign, which usually takes place in March/April. The employee performance, the compa-ratio of the current base salary and the allocated country merit budget are drivers of this review and can result in a merit increase.

### Synonym(s)

Annual salary review , merit , merit increase

### Label(s)

- [Salary](#)
- [annual](#)
- [review](#)
- [review,merit,merit](#)
- [increase,base](#)

Sales Incentive Program Created Sep 18, 2024 (06:09) by Bruno lorenzo Spinelli

### Definition

[Link](#) [Link](#)

A Sales Incentive Plan (SIP) is applicable to customer facing employees having direct impact on achievement of sales objectives and it aims to leverage their motivation to outperform personal objectives. Participation in a SIP is determined by the GBU.

### Abbreviation(s)

SIP

### Label(s)

- [Sales](#)
- [Incentive](#)
- [SIP](#)
- [Program](#)

Short Term Incentive Created Sep 18, 2024 (06:09) by Bruno lorenzo Spinelli

### Definition

[Link](#) [Link](#)

An annual incentive plan for all employees graded S15 and above, that rewards results delivered by the individual, his/her entity and by the Group as a whole. The target amount is calculated as a percentage of ABS considering the country/region and S-grade of the employee.

### Synonym(s)

variable compensation

### Abbreviation(s)

STI

### Label(s)

- [Incentive](#)
- [Short](#)
- [Term](#)
- [STI,variable](#)
- [compensation,\(ABS\)](#)

Success Factor Created Sep 18, 2024 (06:09) by Bruno lorenzo Spinelli

### Definition

[Link](#) [Link](#)

New HR solution (cloud based) to manage workforce from SAP.

### Label(s)

- [Success](#)
- [Factor](#)

SBP Created Sep 18, 2024 (06:09) by Bruno lorenzo Spinelli

### Definition

[Link](#) [Link](#)

Strategic Business Partner

### Label(s)

- [SBP](#)

SF Created Sep 18, 2024 (06:09) by Bruno lorenzo Spinelli

### Definition

[Link](#) [Link](#)

SuccessFactors

### Label(s)

- [SF](#)

SME Created Sep 18, 2024 (06:09) by Bruno lorenzo Spinelli

### Definition

[Link](#) [Link](#)

Subject Matter Expert

### Label(s)

- [SME](#)

SWOW Created Sep 18, 2024 (06:09) by Bruno lorenzo Spinelli

### Definition

[Link](#) [Link](#)

Solvay Ways of Working

### Label(s)

- [SWOW](#)

Special Recognition Award (SRA) Created Sep 18, 2024 (06:09) by Bruno lorenzo Spinelli

### Definition

[Link](#) [Link](#)

Special Recognition Award (SRA) is a cash award to recognize our people that went above and beyond their normal job scope and any employee or small teams for outstanding achievement that clearly demonstrates elements of Solvay Management and People Models in a day to day environment. Its purpose is to encourage the behaviors we want to see demonstrated and repeated in a day to day environment.

### Label(s)

- [Special](#)
- [Recognition](#)
- [Award](#)
- [SRA,SRA](#)

Secure Sheet Created Sep 18, 2024 (06:09) by Bruno lorenzo Spinelli

**Definition**

[Link](#) [Link](#)

Secure Sheet it's an additional tool which allows to manage merit and/or STI for employees that cannot be managed in the compensation tool. E.g. because they belong to a specific employee group with specific STI targets. If you are an Secure sheet user you will have access to a link.

**Label(s)**

- [Secure](#)
- [Sheet](#)

Sales Incentive Plan ( SIP ) Created Sep 18, 2024 (06:09) by Bruno lorenzo Spinelli

**Definition**

[Link](#) [Link](#)

Sales Incentive Plan ( SIP ) is for sales positions, eligibility determined by GBU . If you are in a direct customer facing sales position please discuss rules of Sales Incentive Plan with your line manager or your HR Representative.

**Label(s)**

- [Sales](#)
- [Incentive](#)
- [SIP](#)
- [Plan](#)