

Modern HR in the Cloud



Oracle Workforce Rewards Oracle Workforce Compensation

STRATEGIC COMPENSATION MANAGEMENT

KEY FEATURES

- Simplify complex compensation calculations
- Branded end-of-cycle compensation letters
- Manager decision support through notifications and alerts
- Built-in analytics
- Configure Compensation plans for annual, quarterly or other timeframes
- Matrix manager hierarchies enable collaborative planning
- Compensation budgets roll up or down through the organization
- Embedded compensation rollout instructions and policy explanations
- Filter worker population based on multiple criteria
- Set end-user look and feel to best match their needs

Globally Manage Total Compensation

Compensation allows you to allocate compensation across a group of employees, regardless of different geographies, brands, divisions, currencies, or programs. Multiple components of pay including merit and promotion increases, lump sum adjustments, incentives and equity awards can be viewed and adjusted in one comprehensive view. Embedded analytics provide immediate comparisons to budget, pay history and other markers like compa-ratio and position-in-range. Alerts and other messages help provide feedback to managers, so they can make decisions that support business objectives. Compensation can be entered and viewed in the corporate currency, local currencies, or in a different preferred currency. A configurable, global approvals process assures accountability and summarizes lower level decisions for approving managers to get more detail if needed.

Assure Compliance with Company Guidelines and Compensation Strategy

Compensation administrators have ultimate control over the configurations within Compensation, including eligibility rules, budgets, targets, and a variety of other options. They can define and apply company specific rules and compensation allocation guidelines to prevent an employee with a low performance rating from receiving an increase or an award that is above the maximum limits set by their organization's policy. Guidelines can be based on single or combinations of various criteria, including job, grade, length of service, performance rating, compa-ratio or range position. Once business rules have been established, they are enforced through a series of alerts and error warnings that help managers stay on track with overall guidance from the organization. Errors and warnings can also be analyzed and reported on in real time throughout a compensation cycle, so potential risks are mitigated before final recommendations are set.

Put Pay-for-Performance at the Center of the Compensation Process

Incorporate employee performance management measures to drive the planning, budgeting and approval of compensation allocations. Compensation administrators and managers can build allocation models that drive off performance ratings, or a combination of factors. Performance-based recommendations can be generated for managers making budget and compensation decisions. Managers view performance ratings and can link to full appraisal details as they enter and approve compensation changes. Managers can also drill into performance and compensation histories if needed. Guideline matrices can be created to easily manage compensation policies based on performance ratings and rankings.



MORE KEY FEATURES

- Consolidated, global compensation view
- Data modeling and entry in spreadsheet environment
- Adaptable interface that supports the way you do your work
- Maintain single total compensation spending budget
- Compensation guidelines matrices visibility
- Pay discrimination analysis
- Reserve focal budget funds
- Automatic compensation statement distribution

KEY BENEFITS

- Monitor and manage global total rewards
- Enforce compensation business rules
- Analyze, model, budget and allocate compensation across borders and boundaries
- Provide decision support to managers so they can allocate with confidence
- Deliver business results with performance-driven pay
- Increase retention by providing a full compensation picture to workers

Gain Flexibility in Implementing Your Compensation Strategy

Complete coverage is offered for any compensation plan design. Plans can be quickly created, modeled and rolled out to meet changing business needs. Eligibility for rewards may be based on any number of criteria including performance rating, business unit, job, location or length of service. Define complex calculations to dynamically populate target award amounts and other fields. Compensation calculations with various degrees of sophistication can be configured with only light technical skills to craft.

Compensation administrators can also configure the look and feel of the application to maximize its utilization. Cosmetic options like branding and colors as well as tailored content for training and alerts can be set for each compensation plan. End users also have the ability to tailor the application to their own personal liking, including how to best filter their direct and indirect workforce and the display of data most pertinent to them.

As compensation planning is often done in tandem with a focal review process, administrators can give managers the ability to enter performance ratings, rankings, and job changes or promotions along with compensation changes. Additionally, compensation can be awarded on an anniversary type basis such as Date of Last Salary Increase or Promotion, Date of Hire or any other reference point. Managers can enter a unique date for each employee at the same time they are awarding their compensation or have the date determined for them according to business rules.

Open Integration Options Provide Ultimate Flexibility

As part of the larger suite of Oracle HCM, Compensation provides seamless integration and a common user experience with modules essential to the compensation planning process.

Employee records, security structures and hierarchies from Oracle Global Human Resources (Global HR) can be leveraged to provide a secure means of distributing budgets and allocating awards to groups of employees. Out of the box integration with Oracle Performance Management provides real-time performance updates to give managers the information they need to connect pay with performance. Once the compensation planning process completes, changes are automatically directed back to Core HR and Payroll.

Integration is not limited to other Oracle Applications. Ongoing integration with other sources of data can be maintained using Oracle HCM Data Loader, and one-time data loads directly into compensation data tables can be accomplished using the External Data Import feature. Using these capabilities, your organization's compensation administrators can load information from a variety of sources to use in their analysis, reporting and business rules configuration.

Communicate Total Rewards

At the end of a compensation cycle, administrators can generate and distribute compensation letters to managers, so they can share the new information with employees. These letters are fully configurable to reflect your organization's branding and messaging to help optimize employee understanding and engagement. In addition, Compensation also gives you access to the Total Compensation Statements generator to communicate rewards year-round to employees. Compensation administrators can configure multiple versions of these statements to display employer and employee costs as well as contributions to different types of reward programs including earnings, equity awards, benefits, savings and retirement plans, perquisites, time-off, and so on. Employees view their Total Compensation Statements through an easy-to-use self-service interface, or mass print capabilities can be used to reach employees with limited internet access.

CONTACT US

For more information about Oracle Workforce Compensation, visit oracle.com or call +1.800.ORACLE1 to speak to an Oracle representative.

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Hardware and Software, Engineered to Work Together

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