Oracle Incentive Compensation

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SALES CLOUD

Oracle Incentive Compensation is part of Oracle Sales Cloud's comprehensive approach to sales performance management and leverages territory and quota management. Incentive Compensation empowers organizations to streamline the rollout of new plan initiatives, provides productivity tools to reduce administrative costs, and presents relevant business insights to drive sales performance.

KEY FEATURES

- Sales performance and compensation administrator dashboards
- Commission and bonus estimator
- Sales credit allocation and hierarchical rollup rules
- Configurable payment approval, draw and recovery rules
- Cross-organization crediting and multi-currency calculation
- Scalable enterprise platform and integration web services

KEY BENEFITS

- Incent sales reps with compensation plans aligned to business strategy
- Maximize revenue potential and increase SFA adoption using estimated compensation
- Accelerate rollout of new plan initiatives with guided, top-down plan creation
- Ensure accurate, on time payment with robust, scale-able, high-performance processing engine
- Leverage enterprise capabilities to reduce costs associated with managing complex or global sales distribution channels
- Empower sales reps with an interactive dashboard and estimated compensation to guide behavior and drive performance results.

Drive Sales Alignment and Performance to Plan

Oracle Sales Cloud provides an integrated suite of rich sales planning tools that allow sales managers to collaborate and quickly deploy sales plans that are aligned with the company's business strategy. Incentive Compensation is the application that provides the means to drive the behavior of your sales organization to achieve these objectives. The compensation dashboard gives sales managers valuable insights they can use to motivate sales reps and help them meet their sales performance objectives.

- Powerful monitoring capabilities show, at a glance, how sales representatives are performing.
- Colored icons alert managers to sales participants in danger of missing their quotas.
- The pay for performance curve provides a graphical view of how the plan is paying out.
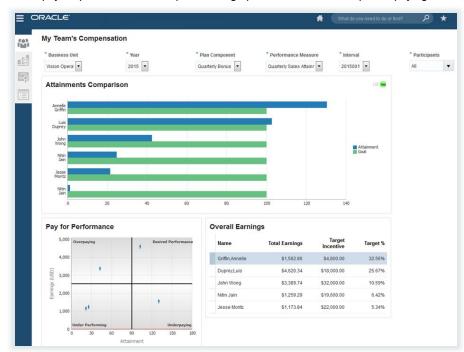

Image 1: The My Team's Compensation dashboard based on real-time compensation data.

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Focus on Desired Behavior

Sales reps have access to interactive sales performance reports that provide real-time information on their performance to quota and earnings to target incentive. The commission statement and other reports provide the relevant details that help organizations.

- Foster trust in the system
- Reduce shadow accounting
- Allow sales reps to focus on selling

Sales reps and managers can initiate disputes concerning their sales credits, earnings or payments. Disputes are then automatically routed to the assigned compensation analyst.

Sales representatives can maximize revenue potential using the estimator tool.

Estimations are based on actual commission and bonus attainment using real-time plan calculations.
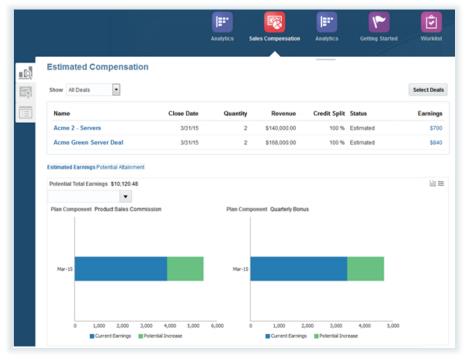

Image 2: Potential sales commission based on current plan and attainment.

Access Compensation Details Anytime, Anywhere

The Mobile Commissions app allows sales reps to review their compensation details anytime, anywhere.

- Get a quick snapshot of commissions and bonus payments with easy access to further details.
- Keep track of commission progress with a view of the last three earnings, credits and payment transactions.
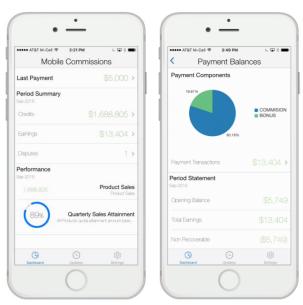- Offer interactive custom reports that display in real time.

Image 3: The Mobile Commissions app dashboard and updates pages.

Manage Sales Performance Using Gamification

Whether sales leaders motivate their sales force using badges, redeemable points, prizes, or cash, Oracle Sales Cloud Incentive Compensation and sales analytics provide the means to measure and display game results to sales teams.

- Motivate sales behavior by showing calculated scores and rewards, such as badges or points, based on sales force activities.
- Create score card metrics using sales activities such as number of prospecting calls, contracts, meetings with prospects, time spent mentoring teammates, sales training, etc.
- Feed scores into the sales commission application and calculate results.
- Present results back to sales teams in a dashboard.

Image 4: Example of a gamification dashboard.

Rapidly Deploy New Plan Initiatives

Oracle Incentive Compensation comes with a rich set of plan objects and components, including multi-dimensional rate tables, powerful user-defined expressions, and more.

- Guided plan creation flows streamline the plan creation process.
- Reports automatically adapt to show relevant performance measures and earnings information.
- Embedded analytics allow plan administrators to catch set up errors or exceptions early to ensure complete and accurate plan deployment.

The Plan Effectiveness dashboard provides compensation administrators with the ability to monitor the cost of compensation, along with other metrics, and drill into finer grain detail.

Image 5: Cost of Compensation report , from the Plan Effectiveness dashboard

Accelerate Sales Plan Rollout and Communication

A compensation plan document, which is easily tailored using Oracle BI Publisher, provides the approver and participant with key information about the compensation plan and expected goals. Organizations can customize the approval process by defining the number or approval levels required within the HR hierarchy and analyst hierarchy. Automating the entire process keeps participants and managers aware of their incentive opportunities.
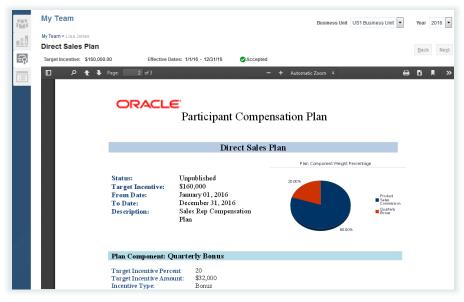

Image 6: The compensation plan document offers compensation plan and goal information.

Manage Complex Sales Organizations

Using date-effective sales credit allocation rules, companies can appropriately credit sales reps, co-prime reps, overlays, teams and channel reps using any transactional attribute.

- Combine the crediting and rollup rules into a single hierarchy to reduce maintenance and enable conditional rollup.
- Use cross-organization crediting and rollup and multi-currency calculations to reduce the challenges associated with distributed or global sales organizations.
- Get relevant participant information easily with in-context participant snapshots that include individualized plan details, sales transactions, credits, earnings, payments, and dispute history.

Image 7: Example sales credit hierarchy.

Achieve Financial Control and Compliance

Oracle Incentive Compensation enables regulatory and audit compliance by providing:

- Full traceability from transactions through to payment
- Calculation details that show how each earning is computed, including the inputs, outputs and formulas used
- Quick-and-easy transaction or credit adjustments within a familiar Excel interface using Fusion Desktop Integrator (FDI)
- Payment approval processes that include finance and sales organizations, to increase transparency and reduce errors

Get Actionable Intelligence

Embedded business intelligence allows analysts and managers to:

- Review key performance indicators.
- Prioritize workloads.
- Drill down to relevant screens to address areas of immediate concern.

Real-time reporting powered by Oracle Transactional Business Intelligence empowers compensation and finance departments with compensation information without reliance on IT.

Image 8: Actionable embedded analytics – Credits and Earnings

Integrated Cloud Applications & Platform Services

Oracle is committed to developing practices and products that help protect the environment