

PEOPLESOFT WORKFORCE REWARDS



Build a competitive compensation strategy.

Proactively manage workforce retention.

Keep your best and brightest workers.

The most valuable resources in any organization are the people who make it run. You rely on the skills your people possess to execute business objectives. Yet, your competitors are fighting for those very same people, making it increasingly expensive to continually recruit and train replacement personnel.

Oracle's PeopleSoft Workforce Rewards provides the tools you need for proactively managing your company's compensation and retention policies, giving you the best chance to attract and retain the people you need in order to be successful. By helping you determine the overall value of your compensation package and putting that information in the context of the overall marketplace, Workforce Rewards helps you build a competitive compensation strategy. Through proactive retention planning, Workforce Rewards will then help you keep the best and the brightest, making your team as strong as it can be.

Compensation Planning

Workforce Rewards provides an automated system for online compensation planning, including planning and simulation capabilities to help evaluate how changes to your compensation strategy might affect your workforce and budgets. Key compensation planning tools include:

Market-Based Pricing

The market-based pricing tool guides you through the process of comparing your organization's compensation structure with published compensation surveys for similar jobs. The market-based pricing tool helps you:

- Collect external market survey data from a variety of sources and make it relevant to your organization.
- Map data into Oracle's PeopleSoft Performance Management Warehouse, add contact information and descriptions, filter out unneeded data, and organize the information.
- Create market rate models based on job codes and calculate market rates using weighted averages.
- Run market-based pricing scenarios to compare your current pay levels and structures with the market.

Base Pay Structure

The base pay structure tool applies market rates developed with the market-based pricing tool to develop pay structures that reinforce your company's pay strategy. With the base pay structure tool, you'll be able to

- Identify the design parameters for your base pay structure.

- Communicate pay range opportunities to job applicants and employees.
- Assign benchmark jobs to ranges in the pay structure.
- Test and revise the structure to conform to your organization's compensation strategy.
- Assign nonbenchmark jobs to the pay structure.
- Conduct base pay structure scenario modeling.

Workforce Simulation

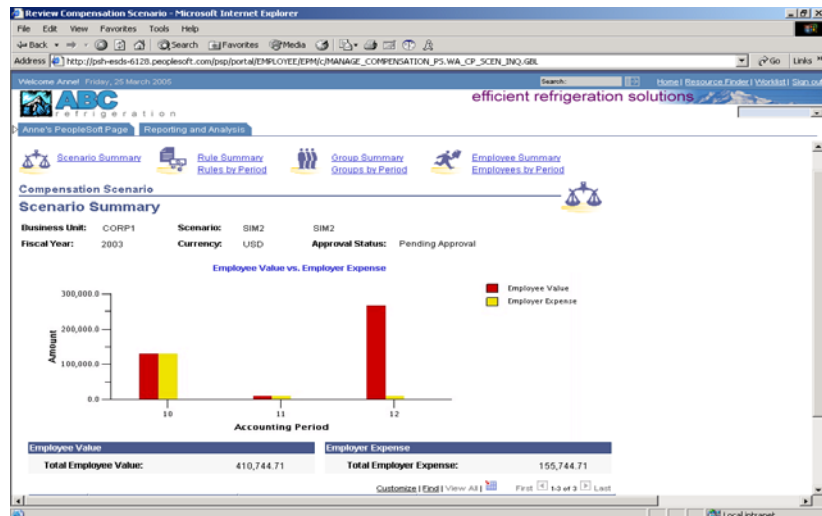
The workforce simulation tool combines existing workforce data with projections about your organization's workforce growth and reduction. Projections are entered as rules and used to create a simulated workforce for use in the Workforce Rewards compensation planning and simulation tool.

Compensation Planning and Simulation

The compensation planning and simulation tool enables you to create multiple base and incentive pay plan scenarios to analyze the cost and return on investment of proposed changes. With this tool, you'll be able to:

- Use data from the market-based pricing, base pay structure, and workforce simulation modules.
- Define compensation plan eligibility groups and base and incentive pay rules.
- Design pay structures with the optimal mix of base and incentive pay.
- Adjust pay structures, eligibility rules, and formulas to create compensation models for running scenarios.
- Identify the difference between actual cost and the eventual employee value of different compensation elements.
- Run forecast scenarios using fiscal year and accounting periods.
- Use key performance measures from Oracle's PeopleSoft Scorecard.
- Perform gap-to-market analysis of workforce compensation from forecast scenarios.

Compensation Scenario Summary



Model an unlimited number of compensation scenarios for different types of employees, tracking both employer cost and employee value.

Retention Planning

Workforce Rewards retention planning tools can be used to better understand how retention issues affect your business. They can track employees who possess critical skills, represent a high development investment, or show high potential for future development. You can use this information to counter market and competitive conditions and reduce turnover in key areas. Key features include:

Employee Survey

Employee survey data from third-party information providers can be imported into the system. This information can then be compared with compensation, critical positions, competencies, and employee performance ratings from your Human Capital Management and Financial Management applications from Oracle, and other legacy systems.

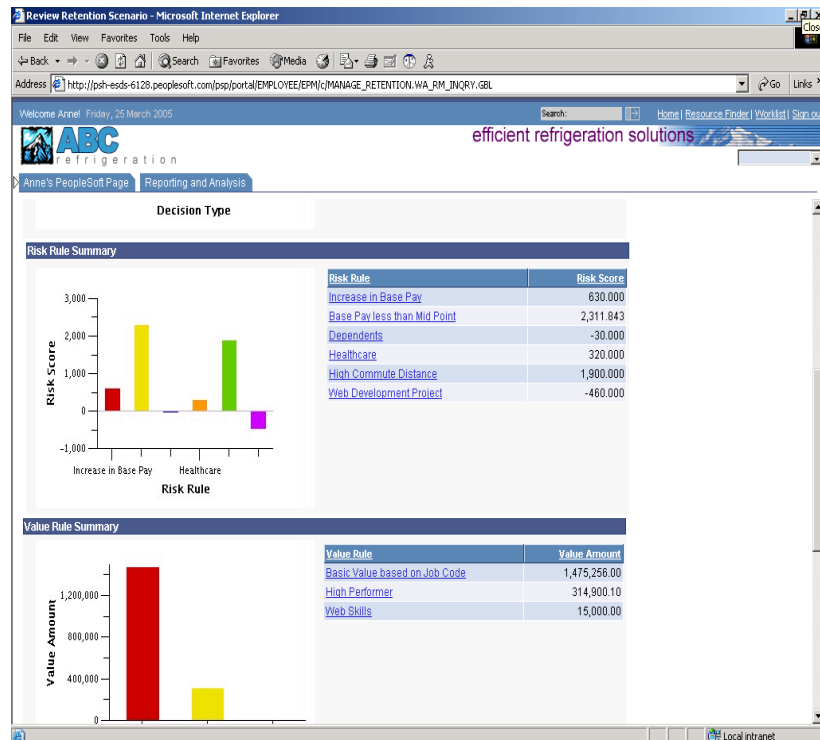
Risk Assessment

You can define risk and performance assessment rules, identify high-turnover risk factors and individuals, and determine the potential cost and lost value of individual turnover.

Impact Assessment

This tool enables you to track high-potential employees, analyze retention issues, and conduct defection analysis to identify the individuals most at risk. By determining the causes of defection, Workforce Rewards helps you take proactive action. You can analyze the impact and effectiveness of your retention policy, including the retention cost for each individual.

Retention Scenario Summary



Identify risk factors that may cause employees to leave the organization.

An Integrated HCM Solution

Because of its high-level integration with our analytic and human resources applications, Workforce Rewards delivers a complete, closed-loop, analytical, and decision support system. In conjunction with Oracle’s PeopleSoft Performance Management Warehouse, Workforce Rewards easily incorporates data from various sources such as our systems, third-party legacy systems, market salary surveys, external benchmark surveys, and employee satisfaction surveys.

The tools provided with Workforce Rewards integrate and enrich compensation and retention data from multiple external and internal sources to perform comprehensive analysis and scenario modeling of the total rewards provided to your workforce. You can then send the enriched data to your Human Capital Management system, using publish-and-subscribe application messaging technology. End users can easily access the information via our Web-based Insight Analytics. Key integration elements include:

- Data maps to provide consistent formats for importing Human Capital Management source data into Performance Management Warehouse tables by use of extract/transform/load (ETL) processing.
- Predefined data conduits for importing data from third-party sources, such as compensation, benchmark, and employee surveys.

- Standard tree structure samples and templates for key table dimensions such as location, department, job codes, and compensation types.
- Row-level security support for Human Capital Management department tree security and other defined groups.
- Effective dating to apply planning scenario results to Human Capital Management and Financial Management systems.

About Performance Management

Workforce Rewards is part of Oracle's PeopleSoft Enterprise Performance Management (EPM) suite, an integrated suite of analytic applications that enables organizations to drive world-class performance by aligning the right information and resources with strategic objectives. Our EPM helps managers formulate strategies for profitable growth, align strategies with operational plans, actively monitor day-to-day operations, and collaborate across the enterprise.

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