

PEOPLESOFT ENTERPRISE eCOMPENSATION



FEATURES

- Manager-level views of total compensation history
- Third-party benchmarking information & salary surveys
- Total compensation managerial views
- Employees can review compensation history online
- Automated workflow and approval routing

Do you know which of your compensation components attract top talent to your organization? Which are the most valuable to your employees? What is the right mix that drives employee performance, engagement and retention? These compensation decisions can have a profound effect on employee morale and retention. It can cost well over U.S. \$100,000 to replace one professional employee. A successful company today must balance paying their top talent competitively, while keeping spending under control.

Oracle's PeopleSoft Enterprise eCompensation with manager desktop is the Global solution for administering competitive compensation programs around the world.

Integrated Talent Management

Delivered integration with Human Resources, Variable Compensation and ePerformance, means you're guaranteed up-to-date information when you need it. eCompensation gives administrators the tools to model Salary, Cash & Non-Cash plans that strategically spend compensation dollars and drive performance. eCompensation now utilizes the Configurable Matrix when calculating salary increases. This makes complex calculations, based on your business rules, easy and efficient, out of the box. Automated proration and eligibility rules further eliminate manual intervention. By performing these processes up front, you ensure your policies are enforced, and remove this burden from managers.

Deploy to a Global Workforce

With the ability to view compensation figures in their employees paid currency, the amounts are easily converted to remain relevant to the user. The global functionality of eCompensation's Manager Desktop ensures that all text, date formatting, and data elements are appropriate for employees wherever they are. The application is currently translated into nine different languages, and with its support for Unicode, can be translated into 200 more.

Manager Self Service Features

eCompensation's Manager Desktop gives managers the tools to make quick, but informed decisions on how to distribute the funding budgets for their group. In addition to group level analytics, they have a complete history of their employees' compensation over time. With this information, managers can redistribute funds as necessary and add notes to support their decisions. Real time balance updates keep track of what you have allocated and how much is available at all times.

Complete Compensation History enables managers to quickly view an employees' salary progression. Managers can review employees' base salary history, as well as their cash and non-cash variable compensation awards.

Additionally, managers can easily link to a view of employees' stock options or their performance reviews. Managers can request Employee salary changes at any time in the year—targeted review periods, or simply ad hoc—based on the rules of your company. You control the approvers and approval process using a simple table. Managers can check on the status of the change requests they have submitted at any time.

Group salary changes with or without an allocated budget enables managers to request base salary increases for a group of employees. Employee groups can be user-defined (not tied to departmental security) using the Group Build feature in Oracle's PeopleSoft Enterprise Human Resources. Total compensation allows managers to view total compensation-related information.

Compensation Alerts tell the manager when a Compensation Cycle is available for their group. This automates the notification process and delivers access to activities only when necessary. When complete, changes are submitted and routed for approval.

Allocate Compensation

Rosanna Channing
Current Role: Submitter

Instructions

Save for Later Discard Changes Submit Push Back

13110

Organization Summary Data					
Organizational Summary My Direct Reports					
Plan	Total Eligible Employees	Total Eligible Salaries	Total Funded Amount	Total Proposed Amount	Balance
Salary Increase	12	498,041.64	14,941.24	14,941.24	0.00
Cash Bonus	12	498,041.64	5,376.16	0.00	5,376.16
NQ Stock Option	12	498,041.64	6,000.00	0.00	6,000.00

Direct Reports									
Name	Add Notes	Exclude	Current Salary	Funded Amount	Funded Percent	Change Amount	Proposed Percent	Funding Balance	
Adams, Cynthia	<input type="checkbox"/>	<input type="checkbox"/>	48,006.36	1,440.19	3.00	1,440.19	3.00		0.00
Channing, Rosanna	<input type="checkbox"/>	<input type="checkbox"/>	60,008.00	1,800.24	3.00	1,800.24	3.00		0.00
Lee, Mei	<input type="checkbox"/>	<input type="checkbox"/>	56,000.00	1,680.00	3.00	1,680.00	3.00		0.00
Quilligan, Shawn	<input type="checkbox"/>	<input type="checkbox"/>	48,006.40	1,440.19	3.00	1,440.19	3.00		0.00
Reese, Dan	<input type="checkbox"/>	<input type="checkbox"/>	26,000.00	780.00	3.00	780.00	3.00		0.00

Administer Multiple Pay Changes by Group or Individually

Allocate Compensation

Direct Reports

Name: Rosanna Channing
 Job Title: Search Name:

Salary Proposal

Plan	Proposed Percent	Other Changes	Proposed Annual Rate	Proposed Annual Rate	Other Compensation	Total Proposed Rate
Merit Increase	24	3.00	0.00	61,808.24	3.00	0.00

Other Proposals

Plan	Exclude	Currency	Current Salary	Target Award	Target Percent	Funded Award	Funded Percent	Proposed Award	Modifier	Other Cash Awards	Total Cash Awards	Funding Balance
Cash Bonus	<input type="checkbox"/>	USD	60,008.00	600.08	1.00	600.08	1.00	0.00	0.00	0.00	0.00	600.08
NQ Stock	<input type="checkbox"/>	USD	60,008.00	500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	500.00

Employee Information

Salary History

Employee ID	Record	Date	Action	Reason	Currency Code	Change Amount	Change Percent	Annual	Monthly
KU0076	0	02/23/1994	Hire		USD	0.00	0.00	35,568.00	2,964.00
KU0076	0	01/26/2009	Data Change		USD	20,432.02	57.44	56,000.00	4,666.66

Performance History

Date	Manager Name	Document Type	Numeric Rating	Review Rating	Review Points
12/31/2002	Marc Kessler	KDANNUAL	4.00	E	8
12/31/2001	Betty Locherty	KOMERIT1	3.00	M	0
12/31/2007	Rosanna Channing	PERFORM	3.00	3	0
12/31/2008	Rosanna Channing	PERFORM	3.00	3	0

Managers can get a snapshot of an employee's compensation history on the employee details page

eCompensation Manager Desktop in Action

Administering Compensation

A manager is preparing for the annual salary reviews. He logs in to eCompensation's Manager Desktop and pulls up a page that shows all his direct reports and a budgeted salary pool. He can see current compensation for each employee, as well as their comp-ratio, performance rating, and salary range.

The manager can assess the employee's compensation picture and make salary increase recommendations online. As the manager reviews salary levels, he can also check the latest market reference point, assessing whether an adjustment is needed to keep pace with market trends. As salary changes are entered, workflow automates approval routing.

Compensation Decision Support

A disgruntled employee comes to his manager, arguing that his pay is not equitable with other employees. With Oracle’s PeopleSoft Enterprise eCompensation’s Manager Desktop, the manager can easily access the employee’s compensation data, including base salary, variable compensation, and other non-monetary awards, and he can also compare the employee’s compensation with other employees in the group. With this information in hand, the manager can respond to the employee’s pay concerns and make adjustments, if necessary.

Ad Hoc Salary Change

The employees you selected are displayed below. Enter the desired salary change information and select Calculate New Total for each person. Select Submit once all salary changes have been entered.

Salary Change Date: 09/25/2009

Daryl Reese

Employee ID: KU0044

Job Information

Data

Enter Salary Change Amounts View Additional Salary Info

Component	Current Amount	Change Percent (ex. 10.850%)	Change Amount	New Amount	
Default NA Hourly	12.50	0.000	0.00	12.50	USD

Compensation Frequency: Monthly

Calculate New Total

Previous Salary: \$2,166.67 USD New Total:

Previous Annual Rate: \$26,000.00 USD New Annual Rate:

Comment:

Submit

Empower Users to Manage Work and Life Events

eCompensation’s Manager Desktop also provides the robust functionality of Activity Guides. Each collaborative application can take advantage of this underlying functionality and provide customer-defined Events to support complete end-to-end business processes.

Any business process—such as recruiting and hiring, granting stock options for employees based on various criteria, planning and managing compensation, or creating and monitoring training and development plans— can be graphically outlined by using the Activity Guide tool to create an Event to walk the user through each of the steps necessary to complete the process.

Each step within an Event can be specified as optional or required, can be structured in priority order, and can launch workflow and approval routing within and beyond the enterprise boundaries. Help speed your users to the information they need, when they need it, wherever it’s located.

Robust Support from Suppliers

eCompensation's Manager Desktop can integrate information and functionality that will enable your managers to make fast, informed compensation decisions. In addition to self-service functionality, eCompensation's Manager Desktop can leverage content from external suppliers.

Knowledgebase Providers enable managers to quickly and interactively provide answers to employees' questions—answers that, until now, have usually resided in lengthy company policy documents or procedure manuals.

Why Oracle?

Oracle's PeopleSoft Enterprise talent management solutions can help you maximize the value of your workforce while slashing back-office costs, providing good service to employees, and complying with HR regulations. These solutions enable you to:

- Attract, retain, and motivate top talent with flexible, workflow-driven talent management
- Gain visibility into your workforce with talent management analytics
- Drive a strategic end-to-end talent management strategy with a single, integrated system for all talent related activities

Contact Us

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



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

Copyright © 2009, Oracle and/or its affiliates. All rights reserved.

This document is provided for information purposes only and the contents hereof are subject to change without notice. This document is not warranted to be error-free, nor subject to any other warranties or conditions, whether expressed orally or implied in law, including implied warranties and conditions of merchantability or fitness for a particular purpose. We specifically disclaim any liability with respect to this document and no contractual obligations are formed either directly or indirectly by this document. This document may not be reproduced or transmitted in any form or by any means, electronic or mechanical, for any purpose, without our prior written permission.

Oracle is a registered trademark of Oracle Corporation and/or its affiliates. Other names may be trademarks of their respective owners. 0109