

eCOMPENSATION



Present a winning compensation strategy.

Increase retention.

Improve employee morale.

Because it costs well over U.S. \$100,000 to replace one professional employee, the mark of a winning company is its ability to attract and retain the best people with compensation packages that are competitive and easy to understand.

Your employees are less likely to be recruited away from your organization if they understand the true impact of the package you're offering them. That's why it pays to empower your employees with a collaborative application that shows their complete compensation package in an intuitive format—and provides the tools they need to plan their financial futures.

Oracle's PeopleSoft Enterprise eCompensation does just that. It is a collaborative application that enables employees around the world to review their compensation history online. Employees can review their pay and job changes wherever they are, in their preferred language and currency.

Intuitive Self-Service

eCompensation enables your employees to review and verify their entire compensation history, including all components of base salary and all cash and non-cash variable compensation. Employees can also easily link to a view of information about any stock options granted, if applicable. French employees can view agreement details and personal information for French Profit Sharing.

Empowering Users to Manage Work and Life Events

eCompensation offers the robust functionality of Activity Guides to provide customer-defined Events that support complete end-to-end business processes. You can use the Activity Guide tool to create an Event that walks the user through each of the steps needed to complete a business process. You can graphically outline any business process, including recruiting and hiring, granting stock options for employees based on various criteria, planning and managing compensation, or creating and monitoring training and development plans. 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, regardless of where it's located.

Deploying to a Global Workforce

The global functionality of eCompensation 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 over 200 more.

The screenshot shows the PeopleSoft Compensation History page. The main content area displays the following information:

- Employee Information:** RElmasib2, EmpID: B-R2MASUB2, EmpI Rcd#: 0, Hire Date: 01/01/1985.
- Company/Location:** Company: BN1, Job Code: Sr Bkkeeper, Location: Corp HQ, State: CA, Country: USA.
- Business Unit/Department:** Business Unit: Cobra Business Unit, Department: Retro Ben/Ded Test dept.
- Compensation Summary:**
 - Effective Date: 01/01/1985, Seq: 0, Action: Hire, Action Reason: Hire
 - Salary SetID: BNUSA, Plan: BCCB, Grade: C04, Grade Entry Date: 01/01/1985, Yrs Grade: 18.1
 - Comp Rate: 3,000.00 USD, Frequency: Monthly, Month Last Incr: 1.25
 - Change Amount: 0.00 USD, Change Percent: 0.000, Compa-Ratio: 1.25
 - Annual Rate: 36,000.00 USD, % Range: 103.9
- Pay Components Table:**

Rate Code	Seq	Details	Comp Rate	Currency	Frequency	Points	Percent	Rate Code Group
NAANNL	0	Details	3,000.00	USD	Monthly			

Instant Access to Information

Employees can get a snapshot of their compensation history, including variable compensation information, by accessing their Compensation History page.

Robust Support from Suppliers

eCompensation can integrate information and functionality that will enable your employees to better understand and appreciate their compensation package and make fast, informed compensation decisions. eCompensation leverages content from knowledgebase providers, which enable the delivery of compensation policy and plan details to employees in a dynamic, personalized environment.

As employees review their compensation plans online, they can quickly find personalized answers to their questions about compensation programs within the organization, access a dictionary of compensation terms, and view other educational content.

eCompensation in Action

eCompensation can integrate information and functionality that will enable your employees to better understand and appreciate their compensation package, as illustrated in the following scenario.

An employee is preparing for an upcoming performance review and wants to know the percentage pay increase she received during her last performance review. Through a web browser, the employee logs in to eCompensation and quickly finds her personalized Compensation History page, showing all pay rate changes throughout her history with the company.

She clicks on the date of her last performance review, which immediately links her to another page with more details, including salary plan and salary grade information. There she sees the 7 percent pay increase that she received during her last performance review. Oracle's PeopleSoft Enterprise eCompensation reduces the inquiries to a compensation department by providing easy online answers to employees' compensation questions.

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