

PeopleSoft Compensation



Do you know which of your pay components attract top talent to your organization? Which ones 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 anywhere from 20% to 200% to replace one professional employee, depending on their skill set. A successful company today must balance paying their top talent competitively, while keeping spending under control.

PeopleSoft Compensation is a Global solution for administering competitive compensation programs around the world.

COMPENSATION

KEY FEATURES

- Manager-level views of compensation history
- Third-party benchmarking information & salary surveys
- Complete view of compensation & benefits in Employee Self Service
- Embedded analytics for compensation manager decision support
- Automated workflow and approval routing
- Compensation administration configuration and analytics

KEY BENEFITS

- Seamless integration with PeopleSoft HCM
- Powerful Manager Self Service with comprehensive employee compensation and awards information
- Enhanced decision making capabilities with embedded analytics

Integrated Talent Management

Delivered integration with Human Resources, Variable Compensation and ePerformance means you are guaranteed up-to-date information when you need it. PeopleSoft Compensation gives administrators the tools to administer Salary, Cash, and Non-Cash plans that strategically spend compensation dollars and drive performance. PeopleSoft Compensation can utilize a 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

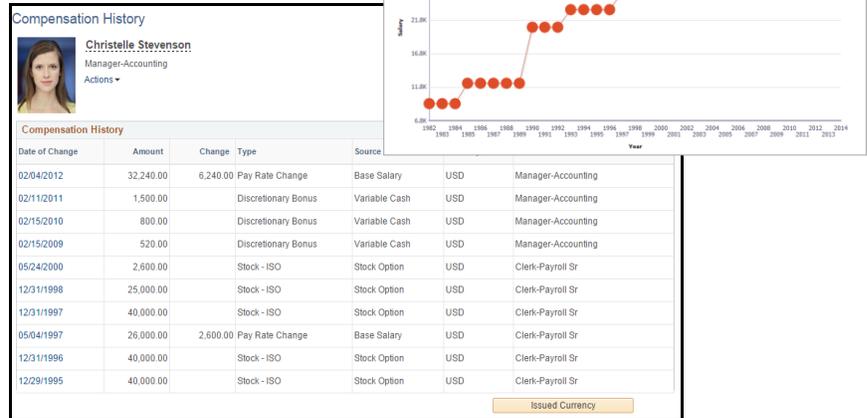
With the ability to view compensation figures in the employee's paid currency, the amounts are easily converted to remain relevant to the user. The global functionality of PeopleSoft Compensation ensures that most text, date formatting, and data elements are appropriate for employees wherever they are located. The application is currently translated into 17 different languages.

Manager Self Service Features

PeopleSoft Compensation 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 metrics, 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.

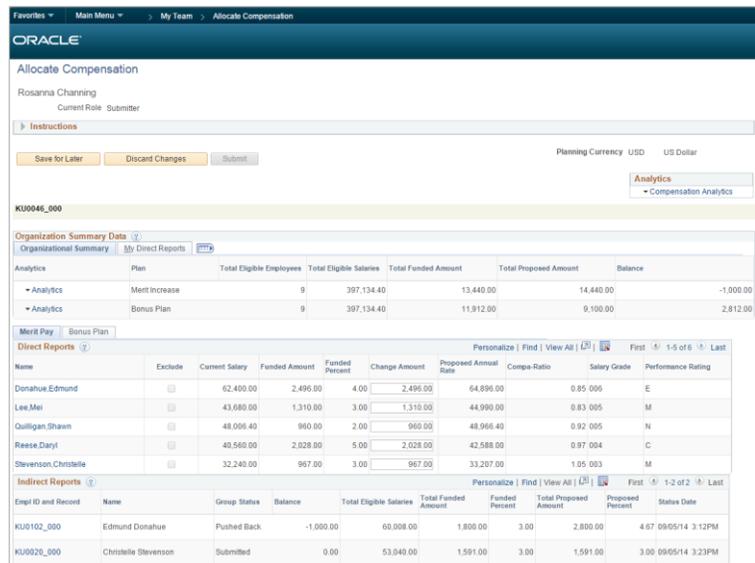
Compensation History enables managers to quickly view an employees' salary progression. Managers can review employees' base salary history as well as their cash and non-cash variable compensation awards.



Managers can view an employee's compensation history

Additionally, managers can easily link to a view of employees' stock options or 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 track the status of the change requests they have submitted at any time.

Group salary changes – with or without an allocated budget, enables a manager to request base salary increases for a group of employees.



Managers can allocate multiple changes by group or individually

Employee groups can be user-defined using the “Group Build” feature in Oracle’s PeopleSoft Human Resources. Total Rewards allow managers to view total compensation-related information for all of their employees, as well as allow employees to view their total compensation through mobile self service.

PeopleSoft Compensation alerts inform 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.

PeopleSoft Compensation - Manager Self Service in Action

Administering Compensation

Scenario: A manager is preparing for the annual salary reviews. He logs into PeopleSoft Compensation and accesses a page that shows all of his direct reports and a budgeted salary pool. He can see current compensation for each employee as well as their compa-ratio, performance rating, and salary range.

The manager can assess the employee’s compensation picture relative to his entire team 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.



Managers can review embedded operational analytics on their team’s compensation

Compensation Decision Support

Scenario: A disgruntled employee comes to his manager arguing that his pay is not equitable with other employees.

With PeopleSoft Compensation the manager can easily access the employee’s compensation data, including base salary, variable compensation, and other non-monetary awards, and he can 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.

Pay Component	Change Percent	Change Amount	New Amount	Current Amount	Currency Code	Type	Frequency
Default NA Annual			2,600.00	2,600.00	USD	Flat Amount	Semimonthl

New Information		Current Information	
Monthly Salary	5,200.00 USD	Monthly Salary	5,200.00 USD
Annual Rate	62,400.00 USD	Annual Rate	62,400.00 USD

Managers can request an Ad Hoc Salary Change through self service

Complete View of Compensation & Benefits

The Total Rewards Statement gives all employees and managers a complete view of their total compensation and benefits. Total Rewards allows you to pool data from multiple sources – internal and external to PeopleSoft – to provide a detailed Total Rewards Statement supporting cash and non-cash reward items such as earnings, stock allocations, bonuses, retirement contributions, tuition reimbursement, leave accrual, or any other company provided rewards.

Total Reward Statements are accessible via the PeopleSoft Employee and Manager Self Service components and are highly configurable. Total Rewards Statements provide a more personalized way of communicating with employees and help build appreciation of the true value of the employee to the organization.

Automated Workflow and Approval Routing

PeopleSoft Compensation leverages the PeopleSoft Approval Workflow Engine and Delegation Framework to allow an organization to specify multiple levels of approvers, define specific approval criteria, and delegate management tasks to other users with integrated worklist and email notifications.

The approval process for compensation allocation can be configured to match the approval policies of the organization to ensure corporate compliance.

Managers have visibility into the approval path with a graphical representation of who has approved the transaction and who is next in line. Managers also have the ability to delegate authority to approve a given transaction to a supervisor, peer, or direct report as necessary.

If enabled, managers may also add a reviewer or approver to the approval process without any administrative intervention.

PRODUCT NAME

PeopleSoft Compensation

RELATED PRODUCTS

PeopleSoft Compensation is a fully integrated solution that works seamlessly with other PeopleSoft products. For more information on related applications, refer to product datasheets on the following:

- PeopleSoft Human Resources
- PeopleSoft ePerformance
- PeopleSoft Payroll for North America
- PeopleSoft Global Payroll
- Stock Administration

Visit [PeopleSoft Information Portal](#) for further updates and announcements on PeopleSoft products

Compensation Administration

PeopleSoft Compensation provides compensation administrators the tools they need to setup and administer compensation plans for both salary and discretionary award processing. PeopleSoft compensation cycles account for a variety of human resource changes such as salary, currency, and status changes that occur during an open cycle, alleviating the need to freeze these types of actions during a cycle.

PeopleSoft provides administrators real-time visibility into the progress of an open compensation cycle and potential areas requiring additional investigation. Actionable Operational Analytics show how many salary increase proposals have been submitted, accepted, rejected, or not yet submitted and how many of the proposals submitted are outside of policy guidelines.

**CONTACT US**

For more information about PeopleSoft 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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