

Oracle Incentive Compensation Information Discovery



KEY BUSINESS BENEFITS AND FEATURES

FOR COMPENSATION ADMINISTRATION & FINANCE

- Accurate timely incentives.
- Agile dispute research.
- Reduced overpayment.

FOR SALES AND SALES MANAGEMENT

- Faster dispute resolution.
- Accelerated plan understanding.
- Improved sales alignment.
- Improved sales morale.

A proactive, agile quality management solution that ensures accurate and timely incentive payments empowering commissions to drive desired selling behavior from Sales and partners, and aligning them to your sales objectives. Oracle, a leading provider of Sales Performance Management solutions, has developed a powerful agile solution that helps Oracle Incentive Compensation customers ensure quality and timeliness in incentive processing and dispute resolution.

Stop relying on static custom validation reports that only confirm the existence of quality issues; and move to a business user friendly, discovery solution that can quickly identify its source and scope to ensure timely incentive payments and fast dispute resolution. Oracle Incentive Compensation Information Discovery provides integrated quality management for Oracle Incentive Compensation customers.

Minimized Overpayment

Operationally, OIC Information Discovery incorporates a quality framework across the phases of OIC processing so your compensation group can rapidly react to any quality issues. It introduces and enriches each transaction with lifecycle statuses. Dashboards provide quality metrics and new levels of processing insight.

Improved Sales Morale and Increased Sales Alignment

Nothing gets escalated faster than missing pay dates! So proactively managing OIC processing and pay obstacles is critical to reducing pay delays.

Faster dispute resolution can also be used to proactively identify plan communication issues. In addressing plan communication issues early, desired selling behavior is understood earlier and sales alignment is achieved earlier in the selling year.

Dashboards for Quality & Timeliness including Disputes

Pre-built quality dashboards are purpose built and integrated to key validation points in OIC processing. These dashboards address the:

- Outcome of recent processing jobs
- Validating completeness & accuracy of incentives; as well as researching disputes
- Will pay incentives go out on time
- Progress of paysheet processing.

Recent Jobs Dashboard

As a Compensation Manager or Analyst responsible for day to day compensation administration, the Recent Jobs dashboard assesses the outcome of jobs, with drilldowns to logs or related transactions and launch or cancel batch jobs.

Actionable next steps include:

- Drilldowns on a Collection job to set of related API transactions;
- Drilldowns on a Load job to set of related Header transactions;
- Drilldowns on a Calculation job to validate transactions in Quality by Phase dashboard;
- Drilldowns on a Payrun creation job to the Paysheet Console.

RELATED PRODUCTS

Oracle Incentive Compensation is integrated with:

- Oracle Incentive Compensation.

RELATED SERVICES

The following services are available from Oracle Support Services:

- Cloud Services
- Product Support Services
- Professional Services

Quality by Phase Dashboard

As a Compensation Manager / Analyst , the Quality by Phase dashboard assesses the completeness and accuracy of each phase of incentive processing (Collection, Calculation, Pay).

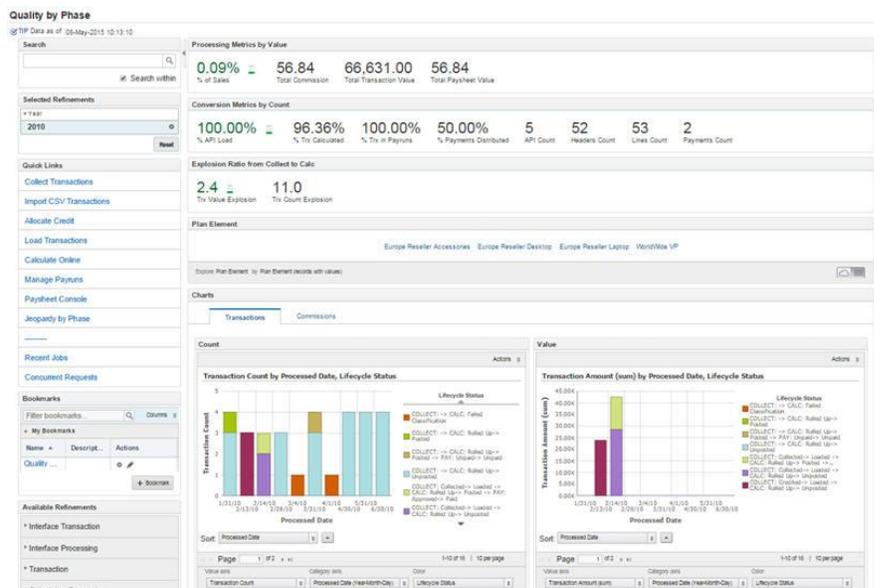


Figure 1. Quality by Phase dashboard

It links together the transaction across phases in a single user interface – this provides very valuable conversion metrics and the ease of visibility and usability between phases.

This dashboard also serves double duty in researching disputes. A compensation analyst can quickly identify the issue and more importantly understand the depth and breadth of the root cause (e.g., is it isolated or the tip of an iceberg); to provide appropriate resolution.

Jeopardy by Phase Dashboard

As a Compensation Manager or Finance Director responsible for getting incentives paid on time, the Jeopardy by Phase dashboard indicates if incentives processing is on

schedule to complete on time; or take corrective action if necessary.

There are Ready to Pay Metrics to review. These are metrics in relation to its readiness to pay; and conversion metrics associated to calculated earnings.

So what percentage of calculated transactions count or value has been paid. How much commissions have been paid. What percentage of calculated earnings have been paid. What percentage of reps have been paid. What percentage of paysheets have been paid.

Paysheet Console

As a Compensation Manager or Finance Director responsible for payment processing, I need to see how paysheet processing is progressing for current period(s), review paysheets, how many outstanding paysheets assigned to which analysts. This dashboard in particular provides the ability to see across different payruns.

Summary

Agile robust quality assurance in Oracle Incentive Compensation processing will minimize over payment but its biggest benefit lies in its ability to unlock a lot of strategic benefits to the sales force! Quality assurance for incentives increases sales morale through timely and accurate commissions, and timely dispute resolution. Last thing a sales manager wants is a rep arguing over his dispute for weeks rather than focusing on closing deals. Quality assurance provides faster dispute resolution and accelerates plan understanding so reps understand desired selling behaviors and improve sales alignment.



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Hardware and Software, Engineered to Work Together

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