Oracle Incentive Compensation Analytics for Oracle Data Integrator

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E-BUSINESS SUITE

A comprehensive analytics solution that empowers Sales, Finance and HR executives and managers to make informed, actionable incentive decisions. Organizations using Oracle Incentive Compensation Analytics benefit from accurate sales and selling cost analytics that promote effective sales strategies, and move beyond administration into strategic what-if sales performance modeling. Oracle, a leading provider of Sales Performance Management solutions, has developed a powerful solution that helps Oracle Incentive Compensation customers provide incentive insight; model, measure and manage plan effectiveness.

KEY BUSINESS BENEFITS AND FEATURES

FOR PLAN ADMINISTRATORS

- Model Compensation plans in scenarios to see how they will perform before they are rolled out.
- Compare versions of Compensation Plans to see which version will be have greatest impact.
- Determine costs of compensation plans to better understand the risk and success of a plan.

FOR COMPENSATION ADMINISTRATORS

- Gain visibility into Compensation Plan performance to determine the success of a plan.
- Cost Compensation Plans against one another over time to see key trends of plan performance.

FOR SALES AND SALES MANAGMENT

- Gain visibility to alignment of compensation plans with corporate objectives.
- Rank sales people by key performance measures.

Across industries, sales organizations are being asked to do more with less, while ensuring that they still meet more aggressive sales targets. Oracle Incentive Compensation Analytics breaks down traditional front and back office silos bringing together sales performance data with those responsible for the sale and selling costs.

Stakeholders are provided with new levels of business insight into designing and optimizing incentive programs to drive sales behavior, and stronger sales performance aligned to corporate objectives while reducing compensation expenditures. Additionally, Incentive Compensation Analytics is built on a robust analytic platform ensuring rich insight from across the organization helping to drive sales productivity, while controlling costs and increasing performance.

Right Information – Right Now

Enterprises depend on information to optimize performance. However, many organizations are hampered by information that is incomplete, out of date, or otherwise inadequate for answering critical business questions. Additionally, organizations often struggle to get the right information to the right person at the right time. Providing critical performance data to the sales and channel teams and management allows for mid-year or mid-period course correction to better drive organizational behavior. No longer is the data provided to sales weeks after the period has closed. Better, more frequent incentive insight to sales and channel teams increases the understanding of desired sales behavior and their achievements against targets. This communication allows the sales teams to better understand how their role works within the over-all organization.

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- Accelerate communication of key incentive insight to better understand attainments against quota.

FOR IT

- Accelerate deployment of sales compensation or combined data warehouse
- Reduce implementation cost and risk through integrated analytic solutions.
- Integrate data from multiple enterprise sources across the company value chain

Oracle Incentive Compensation Analytics' Dashboards

Oracle Incentive Compensation Analytics is designed to help organizations leverage the power of timely, actionable information to improve the quality of decisions and ultimately optimize performance. Pre-built role specific dashboards and reports provide each stakeholder with the timely insight they need to make decisions that will drive plan effectiveness and sales productivity aligned to corporate objectives.
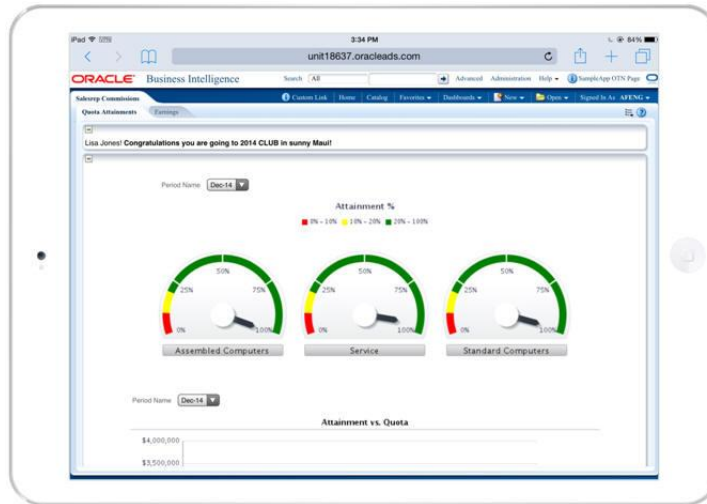
Figure 1. Sales representative dashboard on iPad

Compensation Cost Summary Dashboard

The Compensation Cost Summary dashboard and integrated reports provide compensation managers with insight into the cost effectiveness of compensation plans. Prior to the start of a year, incentive stakeholders from sales, finance and HR can make business decisions based on the modeled plan results. As the compensation year progresses, finance evaluates compensation cost trends to see if they will be under or over budget.

Performance Summary Dashboard

The Performance Summary dashboard provides compensation managers and compensation analysts, reports to track performance of plan against quota. When rolling out new incentive programs, it is important to evaluate additional payback against incremental costs.

Sales Manager Performance Summary Dashboard

The Sales Manager Performance Summary dashboard and its integrated reports provide sales managers with data that shows the performance in their organizational hierarchy. Ranking reports show who the top and bottom performers are. Sales management can gain insight into whether their sales organizations understand their plans and how they are performing against their plans.

Plan the Work and Work the Plan

Many organizations are not able to determine if they have the right compensation plan before it is rolled out, or the ability to see how much plans might cost. Further, as the plan year progresses, organizations are not able to monitor the success of the plan until

after the plan year ends. Oracle Incentive Compensation Analytics allows organizations to model the plans before they are rolled out and monitor the success of the plans throughout the year. This allows organizations to monitor and measure the effectiveness of plans before and during the year. Further, plans may be grouped into sets or Scenarios and these may be compared against one another to see the best overall impact the plans will have on the organization. Once these plans have been finalized they can be moved into production