

Oracle Workforce Compensation

Oracle Workforce Compensation enables the delivery of best in class compensation programs designed for your organization, including modeling various scenarios, gathering manager input, and final reward communications. The robust configuration and integration capabilities make Oracle Workforce Compensation the premier solution for rewarding the 21st Century workforce locally and around the globe.

GLOBALLY MANAGE TOTAL COMPENSATION

Oracle Workforce Compensation allows you to allocate compensation across a group of employees, regardless of different geographies, brands, divisions, currencies, or programs. Multiple components of pay including merit and promotion increases, bonus, incentives and equity awards can be viewed and adjusted in one comprehensive view. There are multiple features and functionalities that enable the users of Oracle Workforce Compensation to enhance the performance and boost their businesses. Embedded analytics provide immediate comparisons to budget, pay history and other industry standard markers like comp-ratio and position-in-range. Alerts and other messages help provide feedback to managers, so they can make decisions that support the business objectives. Moreover, compensation can be entered and viewed in the corporate currency, a different preferred currency or local currencies. And a configurable, global approvals process assures accountability and summarizes lower level decisions for approving managers to get more detail if needed.

ASSURE COMPLIANCE WITH COMPANY GUIDELINES AND COMPENSATION STRATEGY

Oracle Workforce Compensation administrators have ultimate control over the configurations within the compensation solution, including eligibility rules, budgets, targets, and a variety of other options. They can define and apply company-specific rules and compensation allocation guidelines, e.g. to ensure an employee with a high performance rating receives an increase or an award above a level set by the organization. Guidelines can be based on one or more criteria, e.g. job, grade, length of service, performance rating, location, comp-ratio or range position. Once business rules are defined,

Key Features

- Configurable compensation plans for annual, quarterly or other time frames
- Matrix manager hierarchies enable collaborative planning
- Simplified landing page for managers
- Consolidated, global compensation view
- Filter worker population based on multiple criteria
- Pay discrimination analysis
- Compensation guidelines matrices visibility
- Manager decision support through notifications and alerts
- Compensation budgets roll up or down through the organization
- Embedded compensation rollout instructions and policy explanations
- Data modeling and entry in spreadsheet environment
- Built-in analytics
- Adaptable interfaces
- Maintain a single total compensation spending budget
- Reserve focal budget funds

they can be enforced through a series of alerts and error warnings that ensure managers stay within the policies set by the organization. Errors and warnings can be analyzed and reported on throughout compensation cycles, so any risk is mitigated before the cycle ends.

PAY-FOR-PERFORMANCE CAN BE CENTRAL TO THE COMPENSATION PROCESS

Incorporate employee performance management measures to drive the planning, budgeting, and approval of compensation allocations. Administrators and managers can build allocation models that are based on the employee's performance ratings. Also, performance-based recommendations can be generated for managers making budget and compensation decisions. Managers view performance ratings and can link them to full appraisal details as they enter and approve compensation changes. Moreover, managers can drill down into performance and compensation histories Or leverage guideline matrices, which can be created to simply manage compensation policies based on performance ratings and rankings.

GAIN FLEXIBILITY IN IMPLEMENTING YOUR COMPENSATION STRATEGY

Complete coverage is offered for any compensation plan design. Plans can be quickly created, modeled and rolled out to meet changing business needs. Eligibility for rewards may be based on any number of criteria including performance rating, business unit, job, location or length of service. Users can define complex calculations to populate target award amounts and other fields dynamically. Compensation calculations with various degrees of sophistication can be configured including the look and feel, colors, and content for training, also alerts can be set for each compensation plan. Managers are able to tailor the application themselves, including how to best can set filters on their workforce and what data, to tailor what is displayed to them in the worksheet.

As compensation planning is often done in tandem with a cyclical review process, administrators can grant managers the ability to enter performance ratings, rankings, and job changes or promotions along with compensation changes. Additionally, compensation can be awarded on an anniversary type basis such as Date of Last Salary Increase or Promotion, Date of Hire, or any other reference point. Moreover, managers can enter a unique date for each employee at the same time they are awarding their compensation or have the date determined for them can be entered according to business rules.

COMMUNICATE TOTAL REWARDS

At the end of a compensation cycle, administrators can generate and distribute compensation letters to managers so that they can share the new information with employees. These letters are fully configurable to reflect your organization's branding and messaging to help optimize employee engagement. In addition, Compensation also gives you access to the Total Compensation Statements generator to communicate rewards year-round to employees. Compensation administrators can configure multiple versions of these statements to display employer and employee costs as well as contributions to different types of reward programs including earnings, equity awards, benefits, savings and retirement plans, and anything else of value to the employee. Moreover, employees can view their Total Compensation Statements through Employee Self-Service, or mass print capabilities can be used to deliver hard copies.

- Automatic compensation statement distribution
- Branded end-of-cycle compensation

Key Benefits

- Quick view and simple management of global total rewards
- Enforce compensation business rules
- Analyze, model, budget, and allocate compensation across borders and boundaries
- Intuitive spreadsheet style worksheets
- Supporting decision makers to allocate compensation with confidence
- Increase retention by providing a full compensation picture to employees
- Simplify complex compensation calculations

Open integration features

Compensation provides seamless integration and a consistent user experience with all other HCM modules used in the compensation planning process. Employee information, security structures and hierarchies from Oracle Global HR are leveraged to provide a secure means of distributing budgets and allocating awards to groups of employees. Out of the box integration with Oracle Performance Management provides real-time performance updates on performance information. All changes are automatically propagated to Global HR and Payroll. Ongoing integration with other sources of data can be maintained using Oracle HCM Data Loader, and one-time data loads directly into compensation data tables can be accomplished using the External Data Import feature.

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