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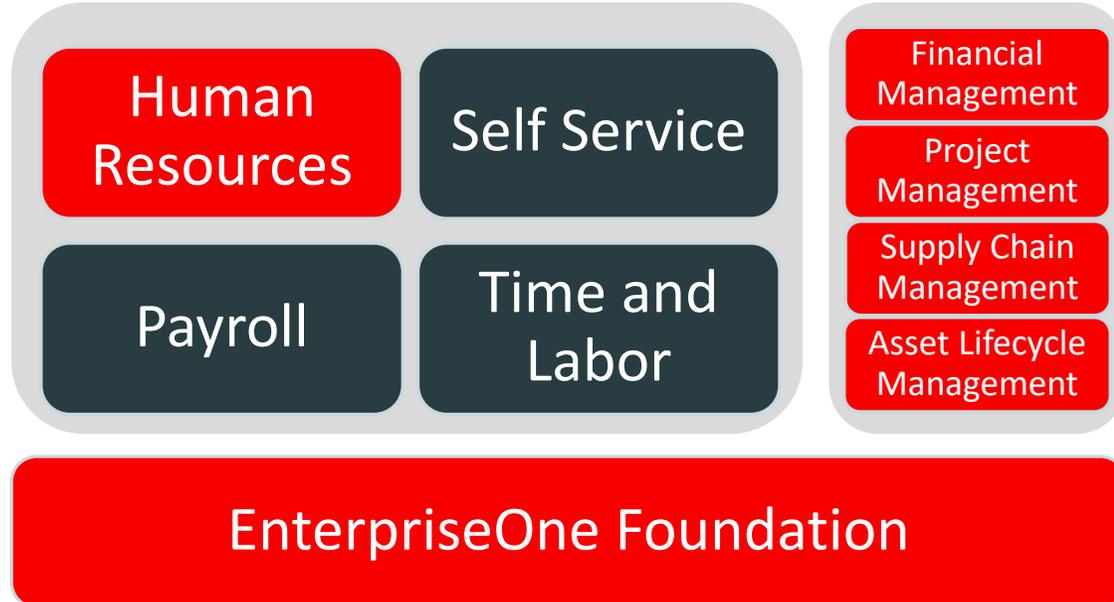
JD Edwards EnterpriseOne Human Resources

Overview

Safe Harbor Statement

The following is intended to outline our general product direction. It is intended for information purposes only, and may not be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decisions. The development, release, and timing of any features or functionality described for Oracle's products remains at the sole discretion of Oracle.

JD Edwards Human Resources



Key Features

- Workforce Management
- Job Management
- Position Control
- Benefits Administration
- Competency Management
- Compensation Management
- Health and Safety
- COBRA Administration
- Workflow Enabled Processes

Key Benefits

- Increase Productivity
- Reduce Costs and Compliance Risks
- Optimize HR Processes

Transforming Workforce Management

From Administration to Human Capital Management

PAST

- Recordkeeper
- Legal Protector
- Local Focus
- Counts Heads
- Cost Center
- Department



TODAY

- Strategist
- Legal Advisor
- Global Focus
- Makes Heads Count
- Profit Center
- Enterprise Empowerment

Improve Productivity, Reduce Costs

Improve Productivity

- Time to hire 10% faster
- Open enrollment / life event changes 50% faster
- Job requisition processing 25% faster
- Job application time 50% faster

Reduce Costs

- HR printing and distribution costs 90% lower
- Cost of payroll errors 50% lower
- Cost of recruiting 50% lower
- Benefits enrollment fees 80% lower

Sources: CedarCrestone, Saratoga, Oracle Analysis

Comprehensive, Integrated Workforce Management

Features

- Single, complete data model and tightly integrated HCM
- Single database record for all employee data
- Improve data integrity and access
- End-to-end integration with EnterpriseOne business processes

Comprehensive, Integrated



Benefits

- Greater user productivity with a single interface and common foundation
- Optimize HR processes
- Increase efficiency, reduce errors
- Incorporate workforce data throughout the enterprise

Human Resources

Workforce Management



Centrally manage all the details of your workforce and take advantage of automated processes that reduce administrative tasks

- Linked employee entry forms facilitate easy, complete capture of information
- Quick Hire form allows speed entry and update of multiple employee records
- Hire applicants right to employee master, avoiding re-keying
- Easily generate letters and notices with mail merge functionality
- Perform mass updates, or stage data for future update

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Home Navigator Open Applications Recent Reports Favorites

Employee Information - Employee Profile and Job Information

Form Tools

Employee No. 7500 McDougle, Cathy Job Title Manager of Human Resources [Contact HR](#)

Personal

Gender	F Female	Date of Birth	06/18/46
Ethnic Code	01 White	Marital Status	Default value
Language	E English	Disability	N No

Company Job

Employee Tax ID	261554789	Supervisor	6001 Allen, Ray
Date Started	03/03/97	Home Company	00001 Financial/Distribution Company
Original Hire Date	03/03/97	Home Business Unit	9 Corporate Administration
Date Pay Starts	03/03/97	Pay Status	0 Active
Date Terminated		Employment Status	Full-time Regular
Salary	50,000.00		
Hourly Rate	24.038		
Pay Period Salary	1,923.08		
Pay Grade/Step	S6		

Human Resources

Position Control



Establish, monitor, and control budgets for employee position assignments across the organization to improve management of employee salary costs

- Track employee activity against position budgets and monitor budget to actuals
- Automatically generate next year position budgets from employee data or prior budgets
- Incorporate approvals for better control over budget allocation
- Project year-end costs for headcount, FTEs, salary amounts and hours
- Establish position relationships according to organizational hierarchy

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Position Entry - Position Master Detail

Tools

Home Business Unit *	9	Corporate Administration	Fiscal Year	05	
Position ID *	0A-1	Description *	Accounting Manager		
Security Business Unit	9	Corporate Administration			
Effective From Date		Thru Date			
Budget Status	A	Budget Status Date			
Position Status	F	Position Status Date			
Job Type/Step	0A-1	Accounting Manager			
Locality		Headquarters (default)			
Position Budget Amount	60,000	Effective Budget Amount	60,000		
Budgeted FTE	1.00	Effective Budget FTE	1.00		
Budgeted Hours	2,080	Effective Budget Hours	2,080		
Headcount	1	Headcount	1		
Business Unit - Parent	9	Corporate Administration			
Parent Position ID	A1	President			
User Code 01		User Code 02		User Code 03	
User Code 04		User Code 05			

Human Resources

Benefits Administration



Manage and deliver benefits programs that support the organization's objectives.

- Complete, configurable benefits management
- Define eligibility criteria and automate enrollment processes
- Retest eligibility on a continual basis
- Manage exceptions with enrollment overrides
- Confirmation statements
- Approval workflow automation
- Online enrollment

Current Elections			
		<< Previous	Next >>
Current Elections			
These are your Current Benefit Elections.			
Watkins, Joshua 531 Poplar St. Denver, CO 80221		Employee Number: 8011 Tax Id: 801180118	
Total Employee Cost:		\$ 117.04 (per pay period)	
Total Employer Cost:		\$ 105.06 (per pay period)	
Benefits Category	Benefits Plan Selected	Employee Cost (per pay period)	Employer Cost (per pay period)
Outside Of Benefit Group <i>Covered Dependents:</i> Kurt Watkins	Vision - EE +1	\$ 3.05	\$ 0
Dental Benefits <i>Covered Dependents:</i> Kurt Watkins	Delta Dental Coverage - EE + S	\$ 11.00	\$ 8.64
Medical Benefits <i>Covered Dependents:</i> Kurt Watkins	Medical Coverage - Employee an	\$ 15.50	\$ 45.00
401(k) Benefits	401(k) Plan	\$ 82.29	\$ 41.15
Life Insurance Basic	Life Insurance - Basic Coverag	\$ 5.20	\$ 10.27
Cost Per Pay Period:		\$ 117.04	\$ 105.06
Total Employee Cost:		\$ 117.04 (per pay period)	
Total Employer Cost:		\$ 105.06 (per pay period)	
Print		MAIL a Copy of This Statement	

Strategic Talent Management

EnterpriseOne Features

- Skills & Competency Tracking
- Collaborative goal planning
- Online Performance Management
- Compensation Workbench
- Organizational Modeling

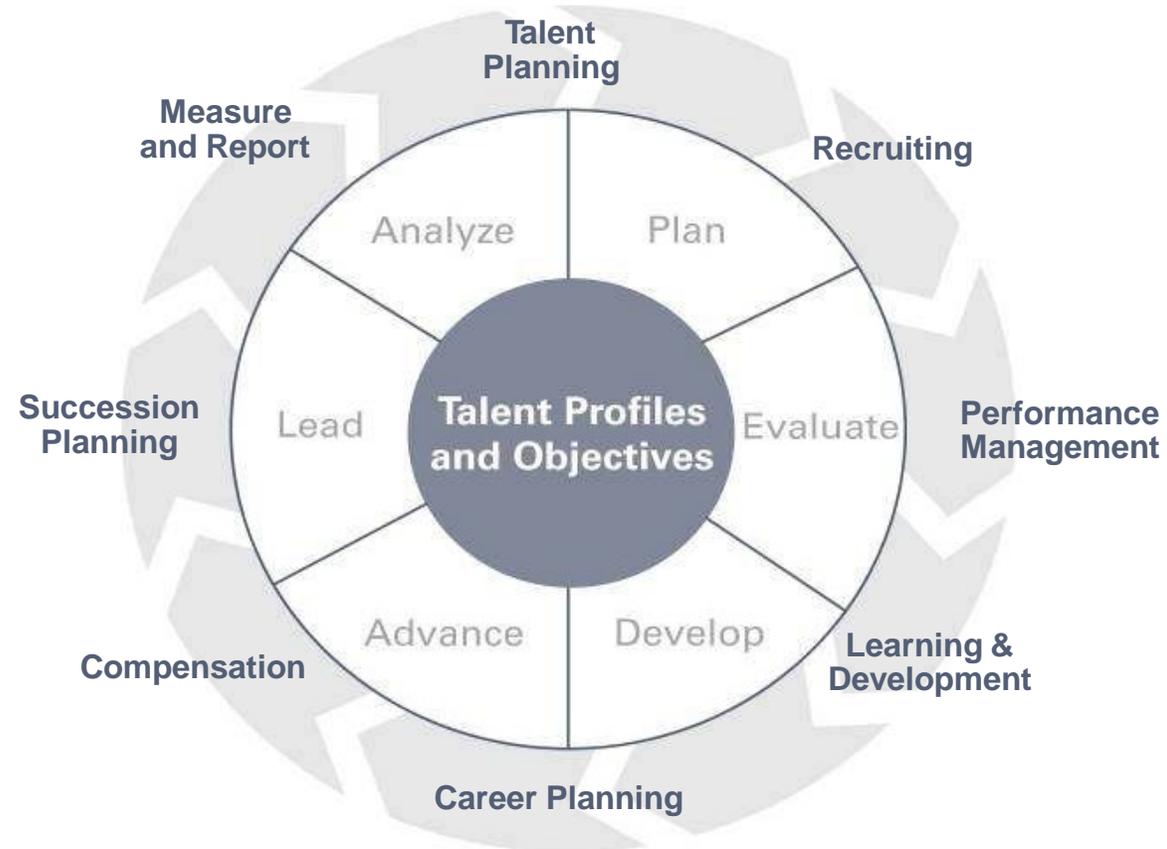
Integrated Talent Management



Results

- Acquire, develop, and retain key talent
- Identify and close workforce skill gaps
- Optimize employee and manager performance

Talent Management Life Cycle



Competency Management



Competency Management provides the tools to analyze your workforce and align with corporate goals.

- Define competencies by organization or job
- Capture and rank employee skills, training, certifications, and competencies
- Analyze competency gaps
- Competency-based performance appraisals
- Analyze and standardize job requirements enterprise-wide
- Assign employees to work based upon qualifications
- Self service

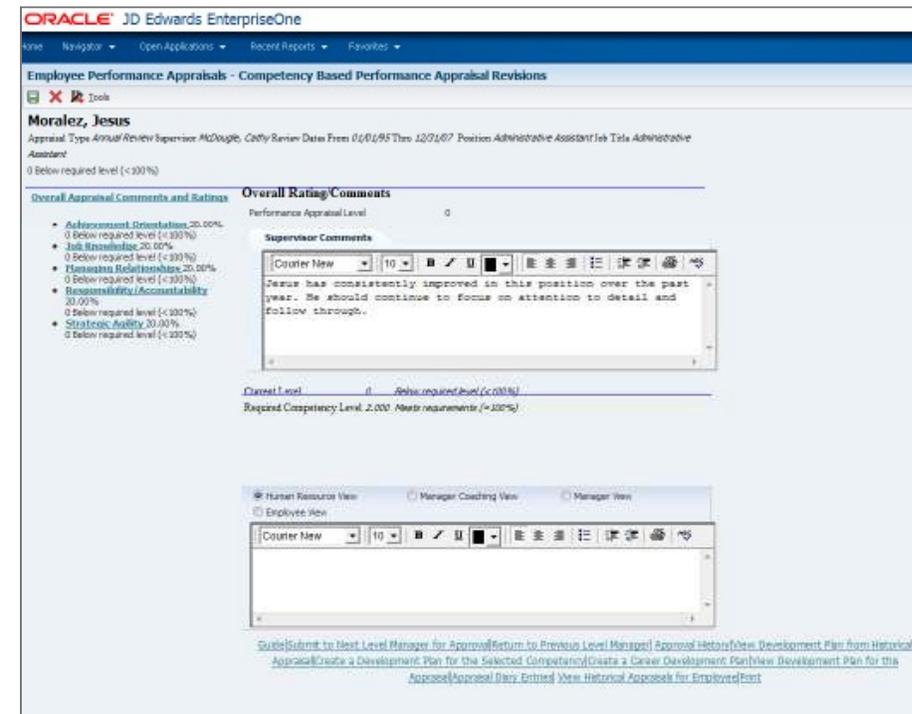
Resource Type	Resource Type Description	Address Number	Description	Competency Type	Competency Type Description
01	Individual	7500	McDougle, Cathy	002	Skill
01	Individual	7500	McDougle, Cathy	002	Skill
01	Individual	7500	McDougle, Cathy	002	Skill
01	Individual	7500	McDougle, Cathy	002	Skill
01	Individual	7500	McDougle, Cathy	002	Skill
01	Individual	7500	McDougle, Cathy	002	Skill
01	Individual	7500	McDougle, Cathy	002	Skill
01	Individual	7500	McDougle, Cathy	002	Skill
01	Individual	7500	McDougle, Cathy	002	Skill
01	Individual	7500	McDougle, Cathy	002	Skill

Performance Management



Performance management optimizes the appraisal process with online collaboration and flexibility that allows you to tailor appraisals and appraisal cycles to your needs.

- Create competency-based or traditional text-based appraisals
- Multi-level hierarchical approvals
- User-defined comments appraisal types
- Record notes via Diary function
- Rapidly create and print multiple appraisals
- Automatic email reminders of upcoming reviews
- Managers can readily monitor appraisal progress and status
- Employee self appraisals and manager appraisals through Self Service



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Employee Performance Appraisals - Competency Based Performance Appraisal Revisions

Moralez, Jesus

Appraisal Type Annual Review Supervisor McDougle, Cathy Review Dates From 01/01/95 Thru 12/31/07 Position Administrative Assistant Job Title Administrative Assistant

0 Below required level (<100%)

Overall Appraisal Comments and Ratings

- Achievement/Orientation 20.00%
0 Below required level (<100%)
- Job Knowledge 20.00%
0 Below required level (<100%)
- Knowledge Retention/Share 20.00%
0 Below required level (<100%)
- Responsibility/Accountability 20.00%
0 Below required level (<100%)
- Strategic Ability 20.00%
0 Below required level (<100%)

Overall Rating/Comments

Performance Appraisal Level 0

Supervisor Comments

Counter New 10

Jesus has consistently improved in this position over the past year. He should continue to focus on attention to detail and follow through.

Current Level 0 Below required level (<100%)

Required Competency Level 2.000 Meets requirements (=100%)

Human Resource View Manager Coaching View Manager View Employee View

Counter New 10

[Guides](#) | [Submit to Next Level Manager for Approval](#) | [Return to Previous Level Manager](#) | [Approval History View](#) | [Development Plan from Historical Appraisal](#) | [Create a Development Plan for the Selected Competency](#) | [Create a Career Development Plan](#) | [View Development Plan for this Appraisal](#) | [Appraisal Diary Entries View](#) | [Historical Appraisals for Employee/First](#)

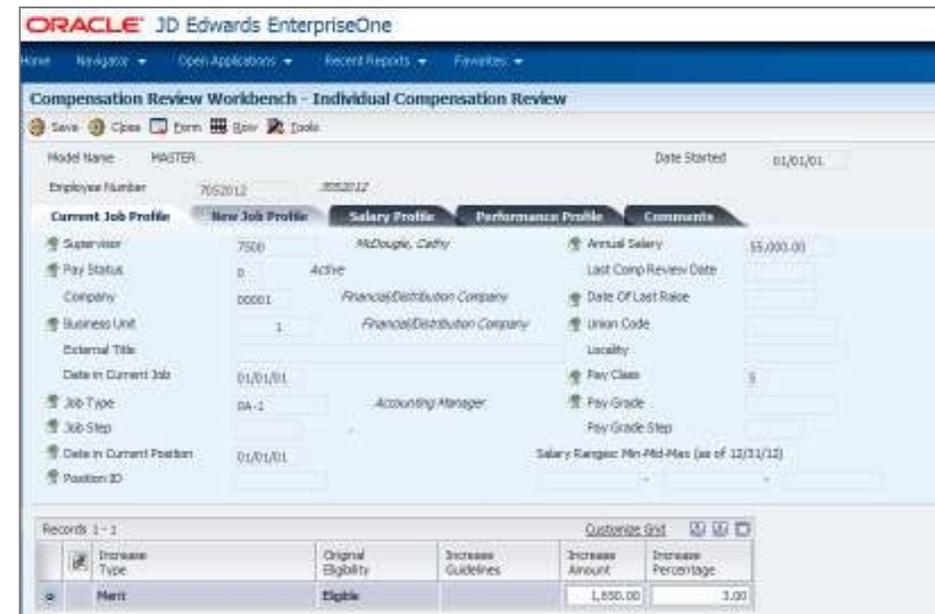
Compensation Management



Compensation Management simplifies critical compensation decisions, ensuring you reward and retain your talent.

Managers can objectively and consistently evaluate multiple data points about each employee to determine the appropriate compensation package.

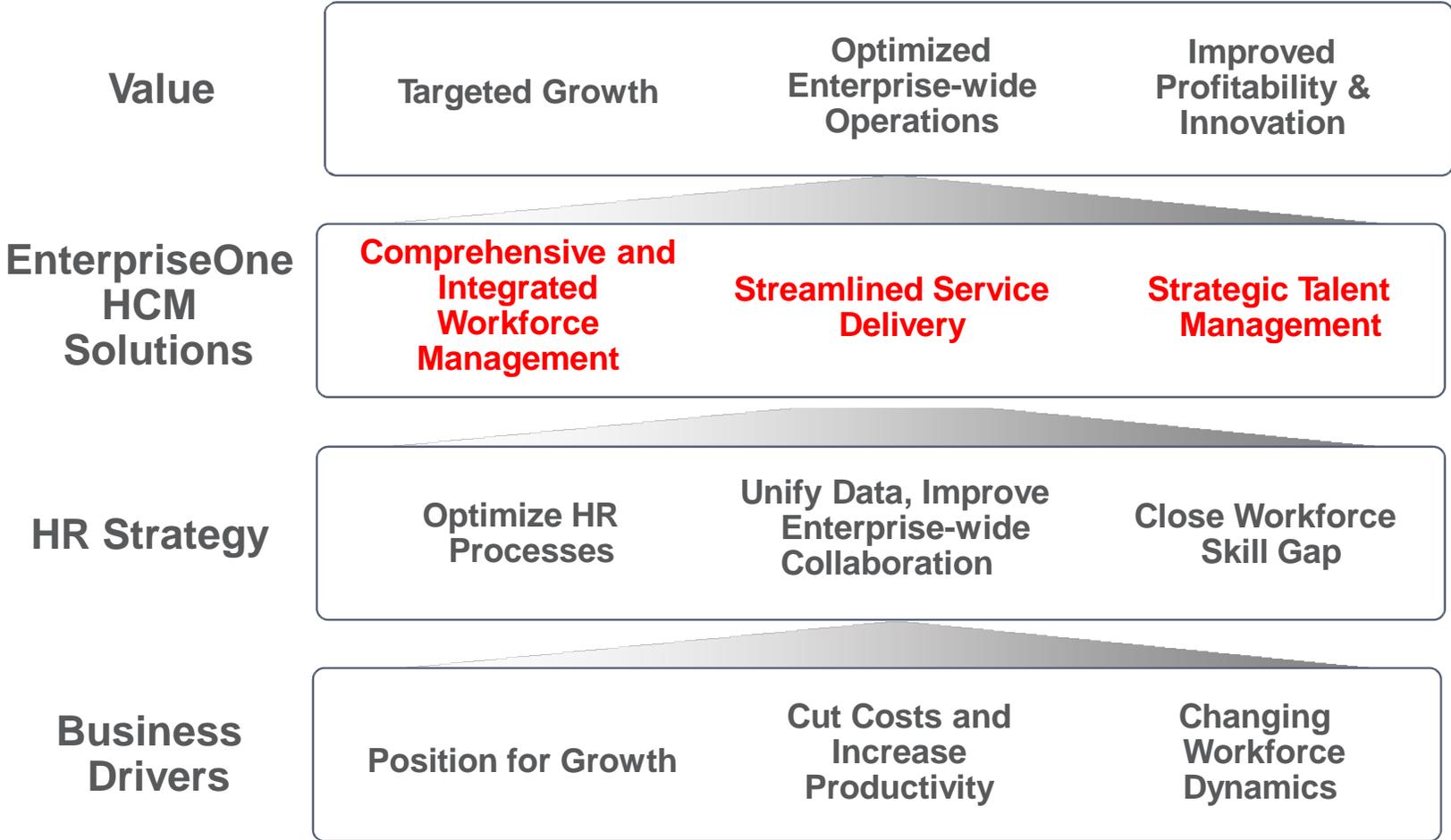
- Guidance points, using performance ratings, comparisons, length of service and competency
- User-defined increase types: cost of living, merit, etc.
- Validate against min-mid-max salary for pay grade
- What-if modeling – submit final compensation for approval
- Perform group increases
- Built in multi-level approval workflow
- Manager access via Self Service



The screenshot displays the Oracle JD Edwards EnterpriseOne Compensation Review Workbench interface. The main window is titled "Compensation Review Workbench - Individual Compensation Review". It shows a form for an employee named "MASTER" with a date started of "01/01/01". The form is divided into several sections: "Current Job Profile", "New Job Profile", "Salary Profile", "Performance Profile", and "Comments". The "Salary Profile" section is currently active, showing details such as "Annual Salary" of \$5,000.00, "Last Comp Review Date", "Date Of Last Raise", "Union Code", "Locality", "Pay Class", "Pay Grade", and "Pay Grade Step". The "Performance Profile" section shows "Job Type" as "DA-2" and "Job Step" as "Accounting Manager". The "Comments" section is empty. At the bottom of the form, there is a table with the following data:

Increase Type	Original Eligibility	Increase Guidelines	Increase Amount	Increase Percentage
Merit	Eligible		1,850.00	3.00

EnterpriseOne HCM Delivers the Right Value



Integrated Cloud

Applications & Platform Services

ORACLE®