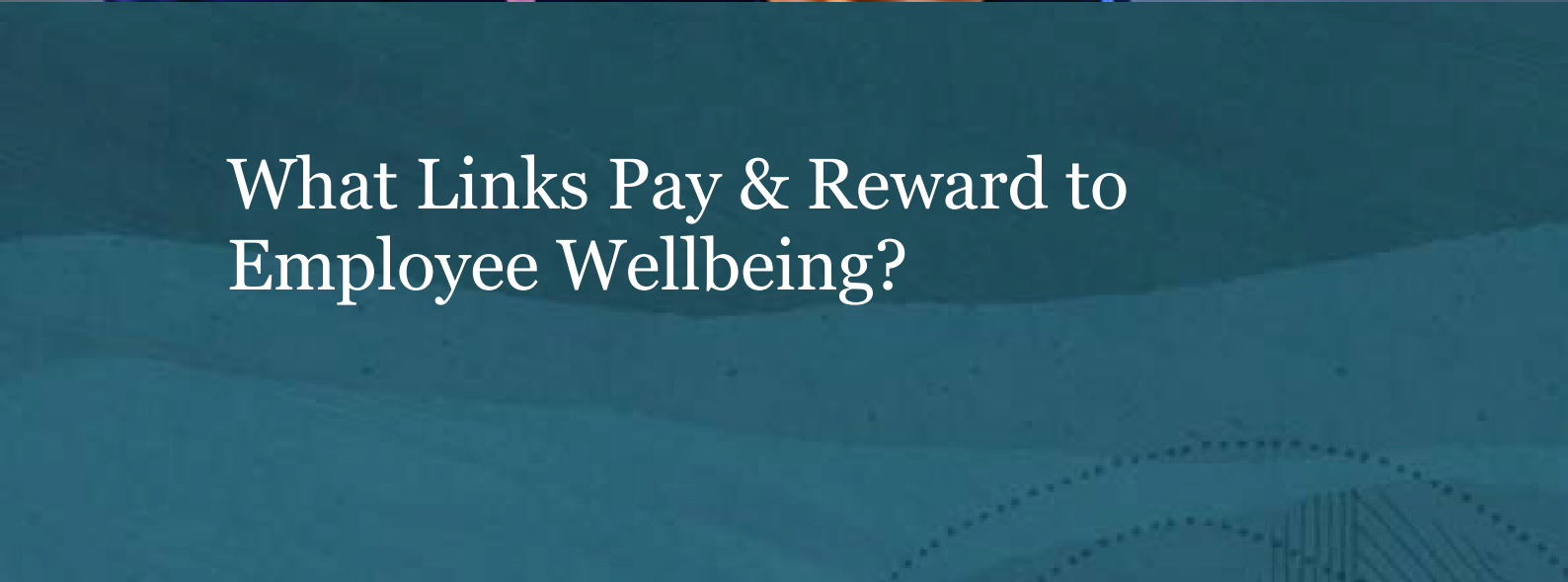




What Links Pay & Reward to  
Employee Wellbeing?



# Balancing our health, career, and family life is a constant challenge for all working professionals.

But getting that balance right across a whole workforce can be the difference between high performance or low productivity – between business success or business failure.

Pay and reward is a key wellbeing enabler. Many employees and jobseekers are attracted to companies that not only promote work-life balance but crucially have the applications and procedures in place to do so. Top employers reward their people not only financially but also in a way that recognises their value as individuals.

The latest Willis Towers Watson's 2019/2020 Benefit Trends Survey identifies a "trend toward enhancing benefits to include broader concepts such as wellbeing", with employers embracing concepts such as inclusion and diversity, corporate social responsibility and flexible work policies. In fact, the top two priorities for organizations' benefits portfolios were "1. Incorporating wellbeing into overall benefit strategy (66% globally)" and "2. Enhancing work policies (e.g., flexible work, recognition, mentoring, training) (64%)".

## **Staying ahead in Wellbeing and Reward**

So, how can employers get ahead on their wellbeing and reward journey? The latest HR Cloud applications are there to help cover every stage of the talent lifecycle, from acquiring the right people to nurturing their growth and development while promoting and ensuring health and wellbeing, treating and rewarding employees as the unique humans that they are.

Jane Basley, Founder of Body Manoeuvres, suggests that "cloud technology has been a game-changer for employee wellbeing and engagement because when employees are able to access wellbeing apps and tools, employers can more actively support employee health, engagement and satisfaction.



With cloud-based HR systems being available on any device allowing employees to access information on policies and conduct transactional processes, there is additionally the opportunity to provide educational health info. Being digital and accessing cloud technology furthermore enables smaller businesses to offer benefits to employees through utilising their HR platform and apps.”

Innovations like predictive, real-time reporting dashboards, give organisations the agility to drive real and lasting payroll efficiency. Modern organisations are moving staff beyond flexible benefits to flexible payments; an innovative approach that can be a vital component of an integrated attraction and retention strategy.

Oracle HCM Cloud includes [Work Life Solutions](#), a module that increases employee engagement by aligning individual employee goals with the employer’s. Employees can list their skills on their employee profile, giving their managers and leaders the chance to tap into these profiles and discover hidden talents and accelerate their career development. The My Wellness module also encourages employees to set their health goals, including the ability to personalise, keep track of their fitness activities and learn about fitness groups within their organisation.

### **Looking After your Employees**

Jane Basley, Founder of Body Manoeuvres says “as employees are craving both flexibility and reliability, the ability to access pay and reward programmes on their mobile, on the move, is a great boost to their wellbeing. Cloud technology and apps, in the health and wellness space, compliments other aspects of employees’ lives where they have become accustomed to accessing other services “on the go”, for example shopping and banking.

It is incumbent on the organisation to provide as many wellbeing solutions as possible, thereby enabling the ownership, responsibility and flexibility to remain with the employee.

However, many organisations are yet to realise the benefits of such applications and may be losing out as a result. According to Mercer’s 2020 Global Talent Trends Survey, in today’s difficult business environment “employees will place a premium on how companies care for them. How employers respond to wellbeing issues like stress, burnout and uncertainty will be a hallmark of their attitude toward responsibility and sustainability.” Yet Mercer finds that only 30% of employers offer regular health checks, and just a quarter (24%) offer an employee assistance program or resiliency training for employees (23%). The good news is that 68% of employers are likely to invest in digital health in the next five years. So, expect a rapid move to cloud HCM applications amongst the competition in your sector.



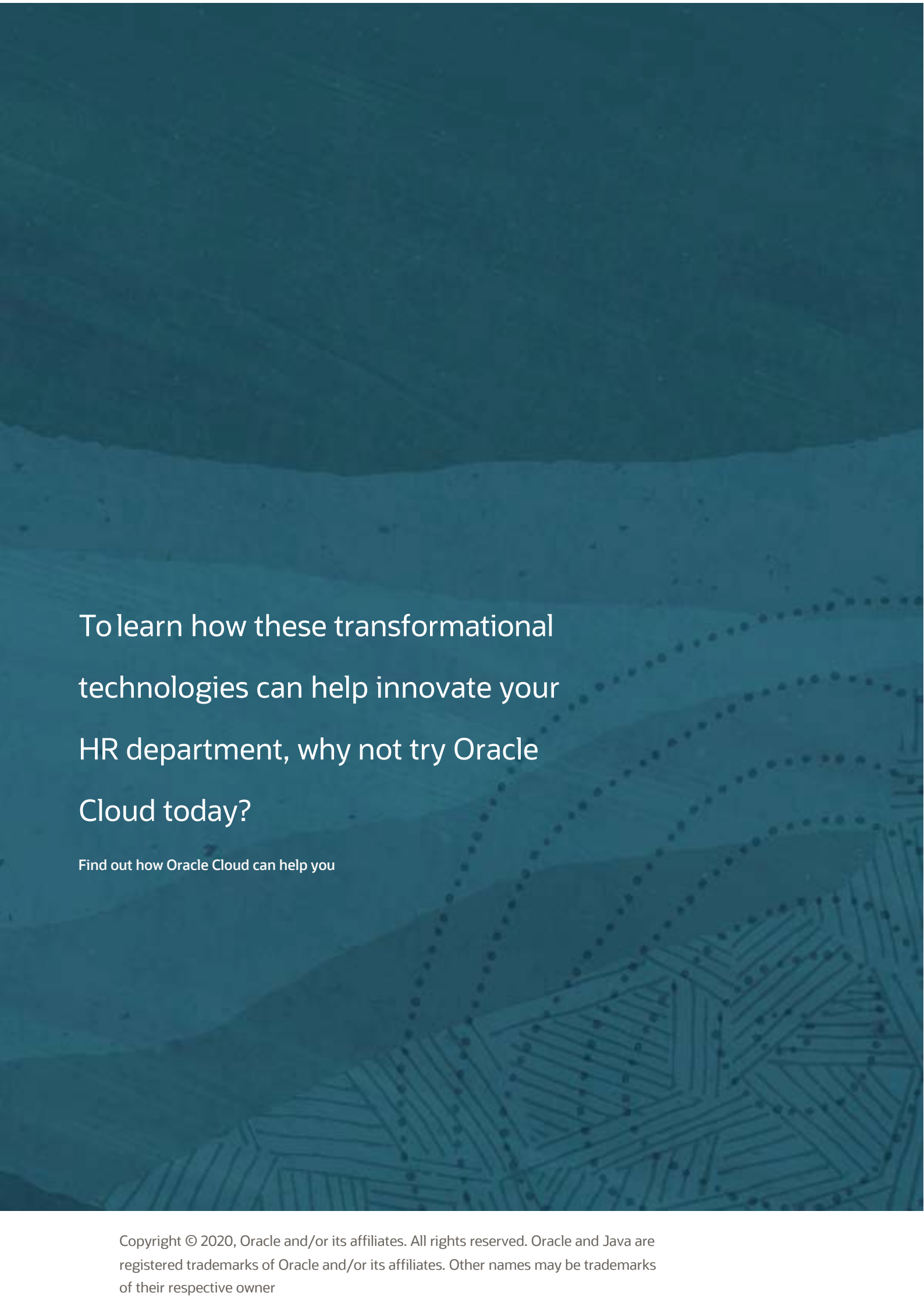
## Agile Pay & Reward

The [Oracle HCM Cloud](#) on-demand computing model offers a new era of agility, flexibility, automation – and most importantly of all, efficiency. Employees using self-service to create, change, update and own their personal data gives them a sense of empowerment and individual agency: both keys to wellbeing. Meanwhile managers get more time on their hands, thanks to online approvals and saying bye-bye to the dreaded paper forms.

Advances in technology are upending traditional payroll processes, automating previously manual methods and introducing transformative change in areas such as reporting and reconciliation. The cloud is at the heart of this transformation. Of course, the overriding mission of payroll remains to pay staff on time, correctly and to adhere to regulatory requirements. But make no mistake: pay and reward is the cornerstone of a successful HR strategy and of supporting employee wellbeing.

If you would like to discover how to make your compensation and benefits more human, reach out to your **Oracle account manager** for more information.





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