

ORACLE FUSION WORKFORCE COMPENSATION

STRATEGIC COMPENSATION MANAGEMENT

KEY FEATURES

- Complex compensation calculation definitions
- End-of-cycle compensation communication letters
- Analytics-based decision support
- Compensation anomaly and trend identification
- Focal review compensation process management
- Compensation budget creation and calculation
- Embedded compensation rollout instructions and policy explanations
- Filter worker population for compensation changes
- Flexible budget creation
- Budget impacts of compensation decisions
- Consolidated, global compensation view
- Data modeling and entry in spreadsheet environment
- Adaptable interface that supports the way you do your work
- Maintain single total compensation spending budget
- Compensation guidelines matrices visibility
- Comprehensive compensation management
- Unfair pay discrimination detection
- Interactive organizational reports
- Reserve focal budget funds
- Automatic compensation statement distribution

Oracle Fusion Workforce Compensation delivers the ability to create both straightforward or complex and highly differentiated pay programs while providing simplified decision-making and consistent messaging to your workforce. The robust configuration and integration capabilities make it the premier solution for rewarding the 21st Century workforce locally and around the globe.

Oracle Fusion Workforce Compensation is built to offer extensive client-driven configuration options and simplified screen designs offered by the Oracle HCM Cloud platform. A license for Oracle Fusion Workforce Compensation means you can model an unlimited number of plans to create true differentiation and tailor reward designs to your complex and ever-changing requirements. As a result, your organization, from line managers to top executives, will make better-informed pay recommendations.

Open Integration Options Provide Ultimate Flexibility

As part of the larger suite of HCM applications, Oracle Fusion Workforce Compensation provides seamless integration and a common user experience with modules essential to the compensation planning process. Employee records, security structures and hierarchies from Oracle Fusion Global Human Resources (Core HR) can be leveraged to provide a secure means of distributing budgets and allocating awards to groups of employees. Out of the box integration with Oracle Fusion Performance Management provides real-time performance updates to give managers the information they need to connect pay with performance. Once the compensation planning process completes, changes are automatically directed back to Core HR and Payroll systems.

Integration is not limited to other Oracle applications, however. With Oracle's File-Based Loader and a number of customer-defined fields in Oracle Fusion Workforce Compensation, your organization's Compensation administrators can load information from a variety of sources to use in their analysis, reporting and business rules configuration. File-Based Loader can also be used to schedule mid-cycle updates to data or incremental updates for targeted populations.

Globally Manage Total Compensation

Oracle Fusion 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, lump sum adjustments, incentives and equity awards can be viewed and adjusted in one comprehensive view. Embedded analytics provide immediate comparisons to budget, pay history and other markers like compa-ratio and position-in-range. Alerts and other messages help provide feedback to

KEY BENEFITS

- Monitor and manage global total rewards management
- Enforce compensation business rules
- Analyze, model, budget and allocate compensation across borders and boundaries
- Provide decision support to managers so they can allocate with confidence
- Deliver business results with performance-driven pay
- Increase retention by providing a full compensation picture to workers

managers, so they can make decisions that support business objectives. Compensation can be entered and viewed in the corporate currency, local currencies, or in a different preferred currency. A configurable, global approvals process assures accountability and summarizes lower level decisions for approving managers to get more detail if needed.

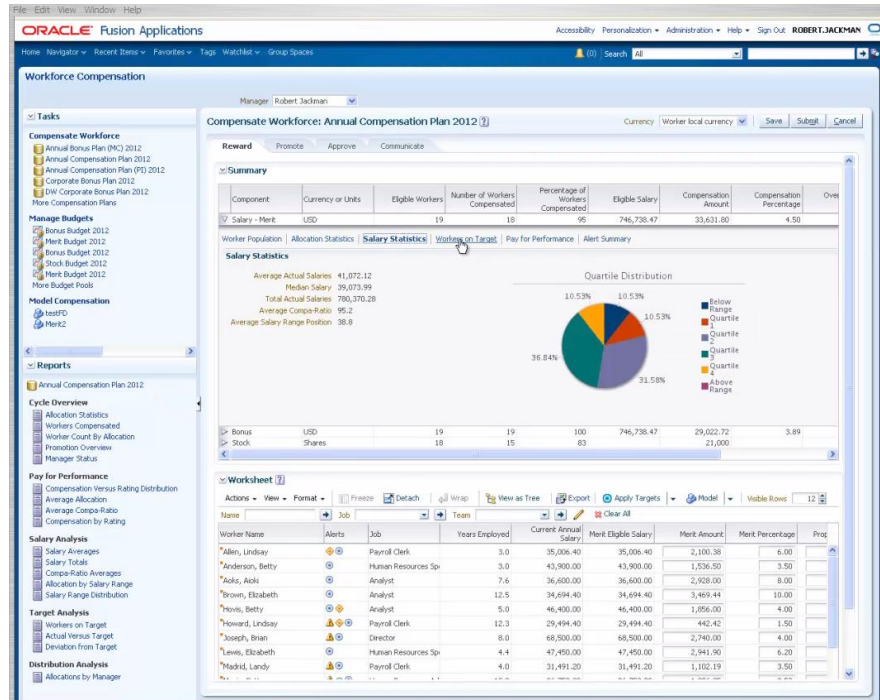


Figure 1 – Workforce Management – Compensation Worksheet

Assure Compliance with Company Guidelines and Compensation Strategy

Compensation administrators have ultimate control over the configurations within Fusion Workforce Compensation, including eligibility rules, budgets, targets, and a variety of other options. They can define and apply company-specific rules and compensation allocation guidelines to prevent an employee with a low performance rating from receiving an increase or an award that is above the maximum limits set by their organization's policy. Guidelines can be based on single or combinations of various criteria, including job, grade, length of service, performance rating, compa-ratio or range position. Once business rules have been established, they are enforced through a series of alerts and error warnings that help managers stay on track with overall guidance from the organization. Errors and warnings can also be analyzed and reported on in real time throughout a compensation cycle, so potential risks are mitigated before final recommendations are set.

Put Pay-for-Performance at the Center of the Compensation Process

Incorporate employee performance management measures to drive the planning, budgeting and approval of compensation allocations. Compensation administrators and managers can build allocation models that drive off performance ratings, or a combination of factors. Performance-based recommendations can be generated for managers making budget and compensation decisions. Managers view performance ratings and can link to full appraisal details as they enter and approve compensation changes. Managers can also drill into performance and compensation histories if needed. Guideline matrices can be created to easily manage compensation policies based on performance ratings and rankings.

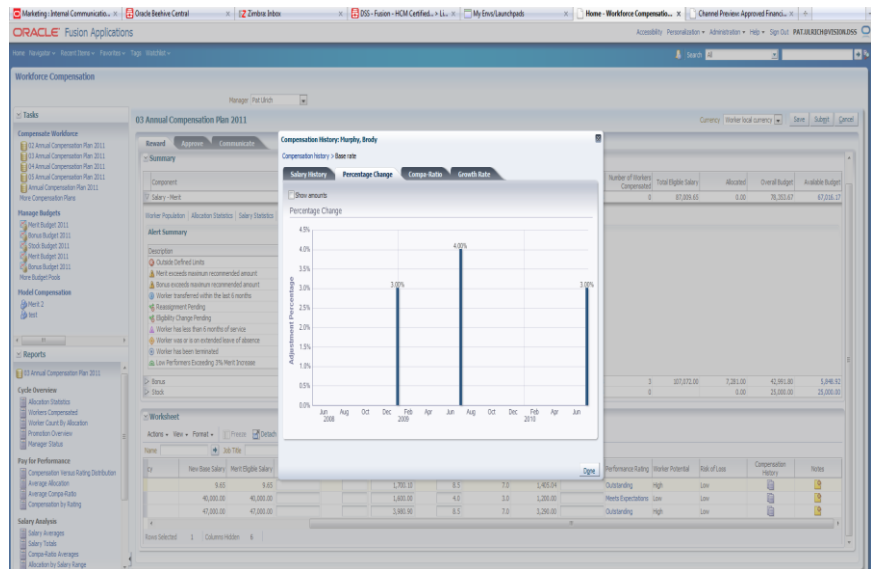


Figure 2 – In-process view of employee's Compensation History

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, completed training, rating, job, location or length of service. Define complex calculations to dynamically populate target amounts and other fields. Compensation calculations with various degrees of sophistication can be configured, with the most complex calculations requiring only light technical skills to craft. The self-service user interface can be easily tailored to your organization's needs and only show what is needed by managers.

As compensation planning is often done in tandem with a focal review process, administrators can give managers the ability to enter performance ratings, rankings, and job changes/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. 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 according to business rules.

Communicate Total Rewards

At the end of a compensation cycle, Compensation administrators can generate and distribute compensation letters to managers, so 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 understanding and engagement.

In addition, your license to Oracle Fusion Workforce Compensation automatically gives you access to use the Oracle Fusion 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, perquisites, time-off, and so on. Employees view their total compensation statements through an easy-to-use self-service interface, or mass print capabilities can be used to reach employees with limited internet access.

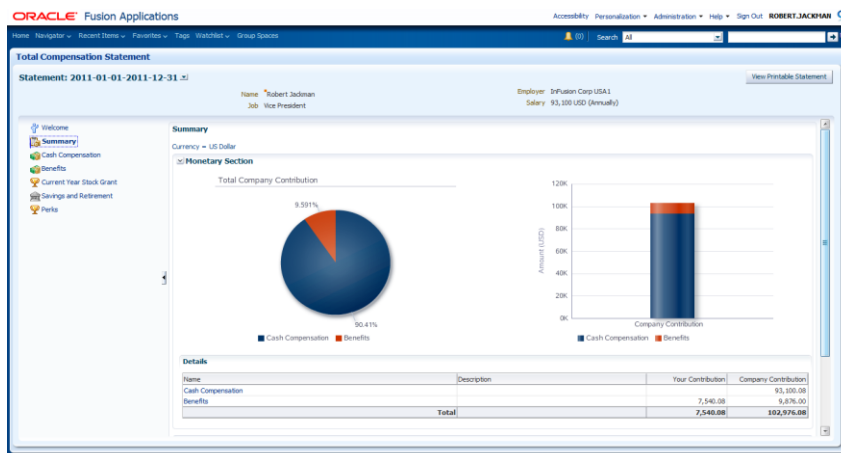


Figure 3 – Total Compensation Statement Summary

Best Practice Standards Based Security

Fusion Applications are built according to the concept of Role Based Access Control (RBAC). The use of RBAC to manage user privileges (computer permissions) within a single system or application is widely accepted as best practice. Security is managed at all levels – function, transaction, field, and data-level. This means compensation decisions are fully auditable and traceable down to the level of an individual field. Prior reward cycles and plans are also kept on record for as long as you need them, so you can reference historical information quickly and accurately. RBAC assigns permissions to specific operations with meaning in the organization, rather than to low level data objects. RBAC exceeds the needs of auditable, segregation of duties (SoD) requirements.

Within an organization, roles are created for various job functions. The permissions to perform certain operations are assigned to specific roles. Users are dynamically assigned roles. Since users are not assigned permissions directly, but only acquire them through their role (or roles), management of individual user rights becomes a matter of simply assigning appropriate roles to the user's account; this simplifies common operations, such as adding a user, or changing a user's department.

Built-in Extensibility

Fusion Applications are built so that a business user can adapt the application to suit their personal or organizational needs. The key to this 'tailor-ability' lies in the usage of metadata objects and services in the heart of the application architecture. Changes and extensions to the application are stored as new layers over the delivered objects, allowing for flexibility in an 'upgrade-safe' manner.

Contact Us

For more information about Oracle Fusion Workforce Compensation, visit oracle.com or call +1.800.ORACLE1 to speak to an Oracle representative.



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Hardware and Software, Engineered to Work Together