

HCM Cloud Workforce Compensation

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HCM Cloud Workforce Compensation is a comprehensive compensation management tool that can be integrated with core PeopleSoft HCM. Its capabilities include support for merit, bonus and equity plans, employee compensation statements, and analytics for compensation administrators and senior management.

WorkStrategy's HCM Cloud specialists will design and configure your annual budgets, cycle rules, detailed calculations, approval steps, and employee statements. Manager Worksheets can be designed and enhanced using powerful configuration tools for displaying budget balances, user fields, manager alerts, analytics, and currency conversion. Managers can allocate merit and promotional adjustments, recommend variable pay and equity awards, and view analytics and reports.

- ▶ Manager Worksheets
- ▶ Merit, Bonus, Stock Plans
- ▶ Element Entries / Flexfields
- ▶ Fast Formulas
- ▶ Analytics and Reporting
- ▶ Dynamic Columns
- ▶ Comp Statements
- ▶ Manager Alerts
- ▶ Setup Manager

The screenshot displays the Vision HCM Cloud Workforce Compensation interface. The top section shows the 'Annual Compensation Plan 2019' with a status of 'Work in progress', last approval action of 'None', access level of 'Updates Allowed', and a due date of '12/22/19'. A 'Submit for Approval' button is visible. Below this, there are task icons for 'Manage Budgets', 'Reward', and 'Promote'. A summary section shows 'Budget Usage - Merit' with a remaining amount of '42,867.9 USD Remain' and an 'Overall Budget' of '91,858.84 (40%)'. The main part of the screenshot is a 'Reward' table with columns for Worker Name, Alerts, Job, Comp History, Job History, Merit Eligible Salary, Merit Amount, Merit Percentage, Proposed Salary, Bonus Eligible Salary, Bonus Amount, Bonus Percentage, Bonus Target Percentage, Stock Options Shares Granted, and Performance Rating. The table lists several employees with their respective compensation details.

Worker Name	Alerts	Job	Comp History	Job History	Merit Eligible Salary	Merit Amount	Merit Percentage	Proposed Salary	Bonus Eligible Salary	Bonus Amount	Bonus Percentage	Bonus Target Percentage	Stock Options Shares Granted	Performance Rating
Gilbert, Simon		Human Resources Administrator			23,414.17	0.00	0.0	23,414.17	23,414.17	0.00	0.0	0.0	0	Unsatisfactory
Joseph, Brian		Director of Payroll			78,864.18	7,866.42	10.0	87,963.58	79,864.18	8,566.58	7.0	7.0	1,200	Outstanding
Mullen, Guy		Analyst			28,290.00	1,484.90	5.0	30,774.90	28,290.00	1,484.90	5.0	7.0	1,200	Outstanding
Murray, Elizabeth		Director of HR Service Desk			78,871.84	2,308.15	3.0	79,280.79	78,071.84	2,308.15	3.0	3.0	300	Meets Expect
Parks, Frank		Director of Human Resources			51,844.80	2,073.78	4.0	53,918.58	51,844.80	2,462.23	5.0	5.0	400	Exceeds Expect
Wai, Haining		Senior Analyst			51,287.50	512.58	1.0	51,770.08	51,287.50	1,537.73	3.0	3.0	100	
Zu, Morgan		Human Resources Generalist			33,802.78	1,014.08	3.0	34,816.86	33,802.78	1,014.08	3.0	3.0	300	Meets Expect

Implementation Methodology

Our HCM Cloud Workforce Compensation implementation approach is defined as a multi-phased project including requirements analysis, design prototypes, configuration, integration mapping, and acceptance testing.

Our staff will provide project oversight and change management guidance during the deployment of your HCM Cloud Workforce Compensation application.

As you plan for your integration between PeopleSoft HCM and Oracle HCM Cloud, our technical specialists will assist with source system synchronization, daily refresh processing, OTBI analytics and reporting, security definition, and any necessary data integrity audits and remediation.

Our consultants will review each of your compensation management processes - through demonstrations and prototyping sessions - to familiarize the team with its operation and system architecture. The Workforce Compensation application will be configured to meet requirements using delivered tools for managing plan eligibility, salary and or variable compensation calculations, budgeting, hierarchical structure, approval workflow and notifications, and employee communication.

A partial list of configuration activities are listed below:

- ▶ Comp Plan Eligibility
- ▶ Plan Budget Options and Rules
- ▶ Bonus / Equity Awards
- ▶ Salary Increases and Promotions
- ▶ Approval Process
- ▶ User Role and Data Security
- ▶ Functional Setup Manager
- ▶ Fast Formulas
- ▶ Element Entries / FlexFields
- ▶ Talent Management Integration
- ▶ Hierarchy Definition
- ▶ Manager Alerts
- ▶ Worksheet Design and Layout
- ▶ Reporting and Analytics

- ▶ Project Planning
- ▶ Functional Design
- ▶ Data Mapping
- ▶ PeopleSoft Integration
- ▶ Data Conversion
- ▶ Configuration
- ▶ User Acceptance
- ▶ Production Readiness

About WorkStrategy

WorkStrategy HCM technology specialists provide strategic planning, project management, process improvement, and talent management services for Oracle PeopleSoft and HCM Cloud applications. Our consultants are regarded as leaders in the HR management field and possess a unique reputation for exceeding customer expectations.

Get There. With WorkStrategy HR Technology Solutions.