

WorkStrategy eComp+

Compensation Management

WorkStrategy's eComp+ is a flexible, rule-based compensation management application extension to PeopleSoft's compensation capabilities. eComp+ manages the entire compensation planning, budgeting, and allocation steps resulting in both online and printable employee statements. Recent Fluid Tile and Navigation Collection enhancements improve the manager and comp administrator user interface.

Manager worksheets are designed using color-coded scrollable grids with manager alerts and quick access to employee statements and Pivot Grid Analytics. Using dynamic spreadsheet-style navigation, managers can easily view department budgets, real-time balances, market data guidance, merit modelling, and audit information. Users can drill-down to direct and indirect report compensation details to manage merit increases, promotions, lump sums, cash bonuses, and long-term incentive and equity awards.

- ▶ Annual Merit Increase
- ▶ Bonus / Equity Awards
- ▶ Prorated Bonus Segments
- ▶ Promotions / Lump Sums
- ▶ Off-Cycle Adjustments
- ▶ Flexible Approval Hierarchy
- ▶ Real-time Budgeting
- ▶ Employee Statements
- ▶ Analytics and Reporting
- ▶ Fluid Navigation

The screenshot displays the Oracle eComp+ MSS Home interface. The top navigation bar includes 'Favorites', 'Main Menu', 'Compensation', 'eComp+', and 'eComp+ MSS Home'. The main content area is divided into several sections:

- Summary Data:** A table showing compensation components for McCormick, Chloe. The table includes columns for Component, Total Count, Excl Count, Eligible Count, Eligible Salaries, Target Award, Target %, Budgeted, Bdg't %, Proposed, Prop % Balance, and Personalize. The 'Annual Bonus' row is highlighted in yellow and shows a balance of -48,751.
- Direct Reports for McCormick, Chloe:** A table listing employees under McCormick, Chloe's management. The table includes columns for Employee Name, Alerts, land, Curr, Annual Rate, Pro-rate Factor, Guidance, Prop %, Proposed Amount, Other Increases, New Annual Rate, Lump Sum, and New Market Position. Employees listed include Baker, Aubrey P; Baker, Brooklyn P; Jones, Riley S; McCormick, Lucas; Sharp, Peyton P; White, Kaitlyn S; and Winters, Noah L.

Implementation Methodology

Our PeopleSoft eComp+ implementation methodology includes prototyping sessions to quickly identify configuration and data conversion requirements. Our Fit/Gap and design assessment includes a thorough analysis of plan documents, merit and bonus cycle administration, workflow, analytics and reporting, and employee statements. eComp+ budget and approval hierarchies will be defined to manage user roles for Comp Administrators, Submitters, Approvers, and Reviewers.

In addition, WorkStrategy consultants can provide PeopleSoft configuration, conversion, testing support, and end-user training. Our customers benefit from many years of PeopleSoft experience, knowledge transfer approach, and ability to communicate with both compensation and IT staff.

- ▶ Project Planning
- ▶ Product Demos
- ▶ Fit Gap
- ▶ Functional Design
- ▶ Statement Layout
- ▶ Configuration
- ▶ User Acceptance
- ▶ Production Readiness

The screenshot displays the Oracle PeopleSoft eComp+ interface. The top section shows 'Employee Summary Data for Smith, Olivia L.' with fields for Emp ID, Status, Hire Date, Region, Country, Company, Business Unit, Department, Location, Job Code, Position, and Manager Level. A 'Compa-Ratio' chart is visible, comparing 'Current' and 'Proposed' ratios. A red arrow points to the 'Statements' dropdown menu, which is set to 'Combined'. Below this, there are sections for 'Proposed Base Compensation' and 'Proposed Variable Compensation', each with a table of components and their respective values.

The bottom section shows a '2013 Compensation Summary' for Mia P. Baker, Supv - Sales & Service. It includes a table for 'Base Salary USD' with columns for Current Annual Rate, Current Compa-Ratio, and Current Pos In Range. It also includes a table for 'Bonus/Incentive USD' with columns for Effective Date, Annual Rate, Prorate Factor, and Target %.

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.