

PeopleSoft eComp MD

Compensation Management

Oracle's PeopleSoft eComp Manager Desktop application administers both annual and ad hoc compensation changes for individual employees or groups of staff during focal compensation cycles. Based on a multiple pay component structure, it can be used to automate merit, stock and bonus allocation processes.

As an Oracle partner and co-development partner of eComp Manager Desktop, we can accelerate the project planning and implementation process to deliver process improvement with tangible cost/benefit results.

WorkStrategy's compensation consultants bring valuable merit, bonus and stock calculation & modeling expertise, combined with PeopleSoft core technology implementation experience. Our proven compensation implementation methodology provides PeopleSoft customers with best practice recommendations for standardizing business practices through self service and intuitive user productivity tools.

- ▶ Comp Plan Design
- ▶ Configuration Options
- ▶ Variable Comp Integration
- ▶ Rounding / Proration Rules
- ▶ Approval Hierarchy
- ▶ Analytics and Reporting
- ▶ Manager Alerts
- ▶ ePerformance Integration

Allocate Compensation

Betty Locherty
Current Role Submitter

Instructions
You are viewing Betty Locherty organization's plan data for the Focal 2013 Salary and Bonus with Calculated status. Please review the given information and make recommendations. You may make updates here or drill into each employee's data separately.

Save for Later Discard Changes Submit

Planning Currency USD US Dollar

Analytics
▼ Compensation Analytics

Betty Locherty

Organization Summary Data

Analytics	Plan	Total Eligible Employees	Total Eligible Salaries	Total Funded Amount	Total Proposed Amount	Balance
▼ Analytics	Merit Increase	10	469,934.40	16,352.00	17,352.00	-1,000.00
▼ Analytics	Bonus Plan	10	469,934.40	14,096.00	11,284.00	2,812.00

Merit Pay Bonus Plan

Direct Reports

Name	Exclude	Current Salary	Funded Amount	Funded Percent	Change Amount	Proposed Annual Rate	Compa-Ratio	Salary Grade	Performance Rating
Channing,Rosanna	<input type="checkbox"/>	72,800.00	2,912.00	4.00	2,912.00	75,712.00	0.99	006	E

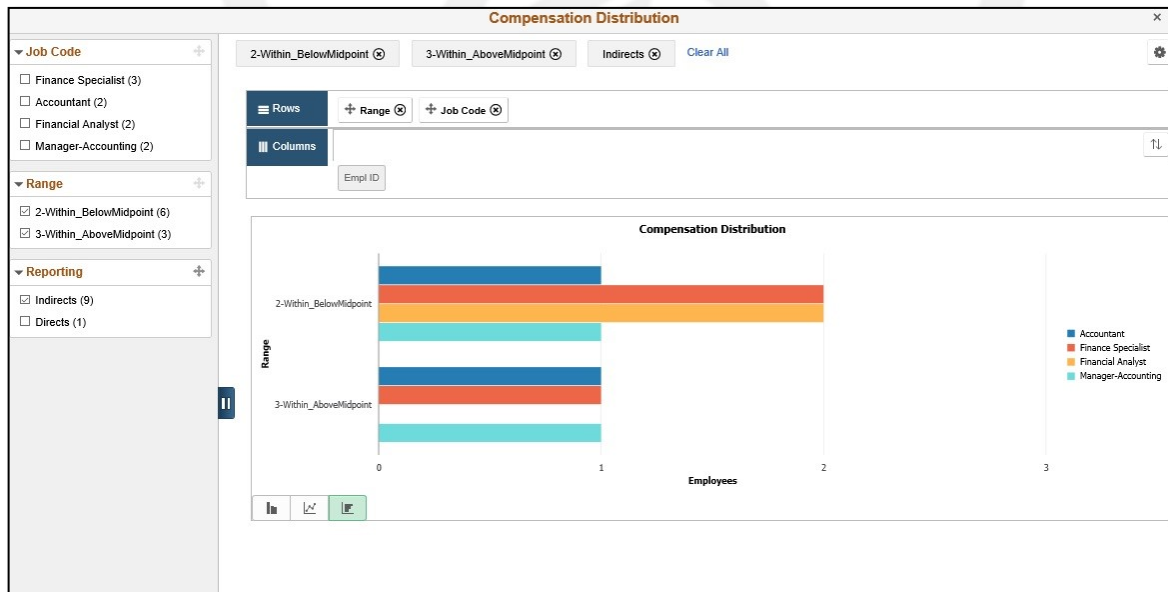
Implementation Methodology

Our PeopleSoft eComp Manager Desktop implementation methodology is designed to assist with project planning, plan calculations, table and workflow configuration, and employee communication. WorkStrategy compensation consultants review your compensation plan eligibility rules, cycle timeline, budgeting, organization hierarchy, manager guidance, reporting and analytics, and integration tools for ePerformance, Variable Compensation, and Total Rewards.

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

Some of the new 9.2 eComp Manager Desktop enhancements include:

- ▶ Streamlined Cycle Administration
- ▶ Hierarchy Tree Builder Utility
- ▶ Delegation of Authority
- ▶ ePerformance Integration
- ▶ Variable Comp Integration
- ▶ Real-time Comp Analytics
- ▶ Updates to Job and Variable Comp
- ▶ Configurable Matrix Integration
- ▶ Approval Workflow Engine (AWE)
- ▶ Employee Detail View
- ▶ Manager Alerts and Notifications
- ▶ Automated Rounding / Proration



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.