

# eComp+ for PeopleSoft

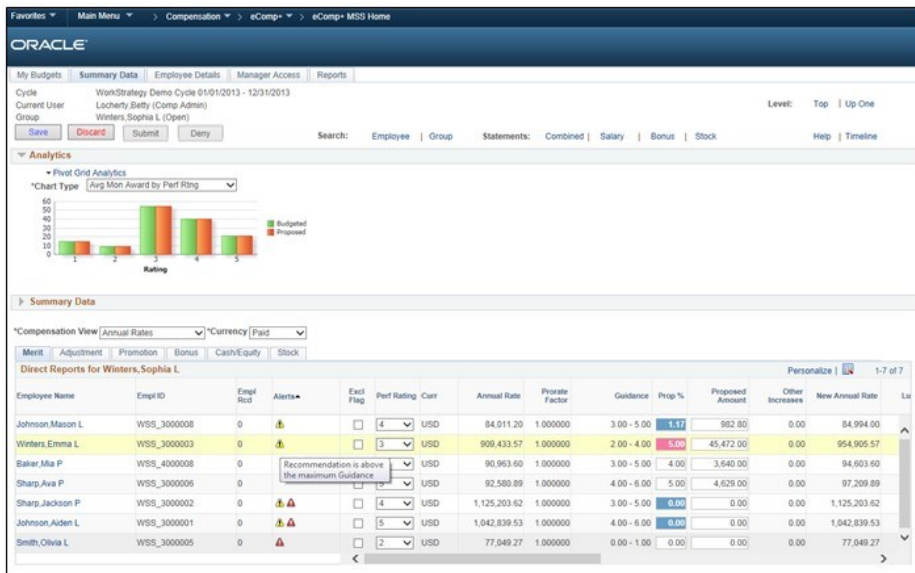
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## Compensation Management

WorkStrategy's eComp+ is a flexible, rule-based compensation management application extension to PeopleSoft's Salary Planning and Variable Compensation modules. eComp+ is a bolt-on solution, allowing organizations to manage their entire planning, budgeting, and incentive pay process from a single dashboard.

Using dynamic spreadsheet-style navigation, compensation supervisors and business unit managers can easily view department budgets, salary band requirements, market data, bonus and long term incentive awards (LTI). The intuitive user-interface includes scrollable grids, collapsible sections, and compensation analytics. Bonus and equity rules include prorated "segments" to reflect any plan eligibility and formula changes. eComp+ provides powerful modeling and decision support tools for executives and comp administrators.

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



eComp+ organizational drill-down functionality allows managers to view direct and indirect report budgets and compensation detail. eComp+ provides Online Dynamic Refresh audit history available to Managers and Comp Admin roles. Managers can adjust base salaries and award variable compensation and submit changes to senior level management for approval. eComp+ delivers configurable "guidance" rules to alert managers of employee recommendations that are out of compliance.

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## Implementation Methodology

Our PeopleSoft eComp+ implementation methodology provides plan prototyping capabilities to quickly identify unique customization and historical data conversion requirements. This evaluation includes a thorough analysis of compensation plan documents, merit and bonus cycle process, security and workflow, procedures, reports, and correspondence.

In addition, WorkStrategy consultants can provide PeopleSoft table setup, customization, 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. eComp+ hierarchies can be defined to manage user roles such as Comp Administrators, Submitters, Approvers, and Reviewers.

- ▶ 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 navigation bar includes 'Main Menu', 'Compensation', 'eComp+', and 'eComp+ MSG Home'. The main content area is titled 'Employee Summary Data for Smith, Olivia L.' and shows various employee details such as 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. Below this, a 'Proposed Base Compensation' table shows merit and adjustment details. A red arrow points to the 'Combined' statement type. To the right, a '2013 Compensation Summary' for Mia P Baker is shown, detailing her current and proposed compensation, including base salary, bonus, and equity awards.

Alerts	Component	Lump Sum	Minimum	Midpoint	Maximum
	Merit	0.00	80,000.00	97,500.00	115,000.00
	Adjustment				
	Promotion				

Employee ID	WSS_4000008	Manager	Winters, Sophia L.
Business Unit	WorkStrategy North America BU	Full/Part Time	Full-Time
Department	WST_11000 - Business & Administration	Grade Midpoint	62,400
Location	WorkStrategy NorthAm Location	Performance Rating	Meets Standards
<b>Base Salary USD</b>			
Current Annual Rate		0.75	46,716.80
Current Compa-Ratio		2.88	
Amount	Percent		
Merit	1,393.60	2.98%	
Adjustment	0.00	0.00%	
Promotion	0.00	0.00%	
<b>Total Increase</b>	<b>1,393.60</b>	<b>2.98%</b>	
New Annual Rate as of 05/01/2014		0.77	48,110.40
New Compa-Ratio		6.28	
<b>Bonus/Incentive USD</b>			
Annual Bonus			18,200.00
Effective Date	Annual Rate	Profile Factor	Targ %
01/01/2012	87,481.00	0.248834	20.00%
04/01/2012	90,863.00	0.719366	25.00%
Corporate Weightscore	Department Weightscore	Individual Weightscore	Proposed Award
20% x 120%	30% x 90%	100	4,400.00
20% x 120%	30% x 90%	100	13,800.00
<b>Cash/Equity</b>			
Cash/Equity			7,400.00
<b>Equity Awards</b>			
Stock			3,900
<b>Total Compensation</b>			
Total Cash Compensation USD (New Annual Rate + Bonus)			73,710.40
Equity Awards			3,900

## 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.

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