

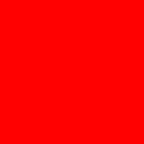


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Am I Maximizing my Oracle HCM Investment? Oracle Compensation Workbench

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Agenda

- Compensation Workbench Overview
- Implementation Considerations
- FAQ's
- Customer Profiles
- Additional Resources

Compensation Workbench

Compensation Workbench is a *self service tool* designed for managers and compensation professionals to plan, model, and allocate budgets and awards.

It is an integrated component of the Oracle HCM Solution



Key Features of Compensation Workbench

- Manage Total Compensation Globally
 - Multiple Compensation Elements (Salary, Bonus, Stock)
 - Multiple Currencies
 - Multiple Countries
- Enforce Company and Legislative Guidelines
 - Define Company Targets and Ranges
 - Compensation Administrator User Interface
 - Managerial View
 - Statistical Reporting for Equity Analysis

Key Features of Compensation Workbench

- Drive a Pay for Performance Culture
 - Use employee performance measures to determine rewards
- Flexibility in Implementing your Compensation Strategy
 - Task Oriented User Interface
 - Configurable User Interface
 - Dynamic Calculations

Key Features of Compensation Workbench

- Communicate Total Rewards
 - Employee Reward Communications
 - Total Rewards Statement
- Avoid integration woes with a complete solution
 - Self Service Delivery model
 - Tight integration with Core HR, Talent Management, Financials, Incentive Compensation, Payroll



Compensation Workbench Demo

Implementation Considerations

- What compensation plans are needed?
 - Implement all required plans simultaneously
 - Implement Salary, Bonus, and Stock as needed
- Which HR data will be used within CWB?
 - Determine accuracy of selected data (i.e. Job, Grade)
 - Manager verification needed if leveraging Manager Self-Service
 - Prior to Planning Cycle or Roll Out as Read-Only

Implementation Considerations

- Performance Ratings
 - Displaying ratings in Pay for Performance Plans
 - Entering ratings
 - Viewing performance distribution
- Planning/Approval Hierarchy
 - Leveraging Supervisor hierarchy within Oracle HR
 - Using Approvals Management Engine (AME)
- Global Planning
 - Involving Compensation / HR users in all geographies from the beginning
 - Reviewing country-specific legislation

Implementation Considerations

- Target simple design for the first year
 - User adoption and ease of training
 - Ability to expand upon functionality in future years
 - Consider in initial design
- Involve Senior Management in review of tool
 - Prior to final user testing
 - Senior Management Suggestions could add value
- Determine training strategy
 - Plan in early stages and involve all appropriate parties
 - Most customers using CWB chose an online training method
 - Oracle User Productivity Kit (UPK) is a user friendly training tool

Implementation Considerations

- Use current tool/spreadsheet as model
 - Employee-level field design
 - Allows for a familiar layout to facilitate requirements-gathering discussions
- Tasks can begin prior to project start
 - Document, document, document!
 - Eligible population and identities within Oracle HR
 - Proration logic and scenarios
 - Budget process and calculations
 - As-is process flow

Frequently Asked Questions

- How long is a typical implementation?
 - Typically 3 to 4 months but can vary
 - US only or Global
 - KBACE has implemented a Global Salary-only plan in 6 weeks
- What are the product dependencies?
 - Employee HR key data fields must be populated and up to date (i.e. Supervisor, Job, Grade, Salary)
- Does CWB use the Oracle Advanced Benefits (OAB) module in any way?
 - CWB is configured using a subset of the OAB forms
 - Consider involving OAB support person
 - CWB is a much simpler design than OAB

Frequently Asked Questions

- How does the approval workflow work?
 - The workflow is defined within the hierarchy for manager approvals
- I have heard customizations in Oracle are not supported, will I have to customize this module?
 - KBACE has only done a handful of customizations in our 5+ years of implementing CWB and most of those were in the beginning years of the module
- What kind of reporting is there?
 - CWB is delivered with many seeded reports that can be modified according to requirements
 - Ability to download to Excel for further analysis

Customer Success Stories

- Genworth Financial

- Industry: Financial Services
- Size: 7000 Employees
- Reach: Global in 3 business segments
- Feedback:

"CWB vs. Excel...night and day....the cycle from start to finish if it were to be done manually via Excel would take 2 weeks longer and be much less accurate and would leave everyone in the dark as their would be no reporting ability. There is no way Genworth could go back to that, it would be like the stone ages.

"Compensation Workbench, by far the best Oracle module I have worked with. The tool offers a tremendous amount of power, flexibility, and integration along with having the ability to administer the plans from self service easily makes it a cut above."

Customer Success Stories

- Travelport

- Industry: Travel Conglomerate
- Size: 8000 Employees
- Reach: 145 countries worldwide
- Feedback:

"Our use of Oracle's Compensation Workbench (CWB) module has allowed us to make vast improvements to our Salary and Bonus administrations processes. Our Compensation and HR teams used to spend an excessive amount of time collecting, compiling and auditing all the data needed for our annual bonus and salary processes and we found we still encountered payment errors due to human error."

"With the rollout of CWB we were able to eliminate outdated spreadsheets and manual processes and begin focusing on more value added activities. CWB eased data collection for our geographically diverse workforce which is spread out across over 45 countries and the built in currency conversions and reports make it a snap to provide rollup reporting for our groups paid in multiple currencies."

"The system's audit features and system driven calculations make troubleshooting much easier. Additionally built in data integrity checks allow the Compensation team to be confident that they are working with accurate information when modeling and analyzing plan data."

"After utilizing the tool for one full year the time saved by the implementation allowed us to increase the frequency of our bonus payments from annual to semi-annual. What had previously been a hectic time of year that we struggled to get through is now a very predictable event that allows us to ensure our pay is tied to our employee's performance."

Key Takeaways

- Manage Total Compensation Globally
- Enforce Company and Legislative Guidelines
- Enforce Pay for Performance
- Flexible Compensation Strategy
- Tightly integrated component of the HCM Suite
- Proven Implementation
- Customer Successes

For More Information

<http://launch.oracle.com>

Pin: HCMCLIENT

<http://www.kbace.com/webinars.aspx>

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