

LIVE

28/04/21

Evosys • Live

Advisory  
Webinar

# 21B – Workforce Management & Payroll

Empowering you for the next update



ORACLE

Partner



**Host:** Chris Gomes  
Account Director –  
Technology

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Associate Consultant - HCM



Oracle's Global  
Partner of Year  
(2017, 2019)

Featured in Gartner  
MQ for Oracle Cloud  
(2019, 2020)

# AGENDA



## Our Approach to Oracle Update

## Our Analysis of Latest Release

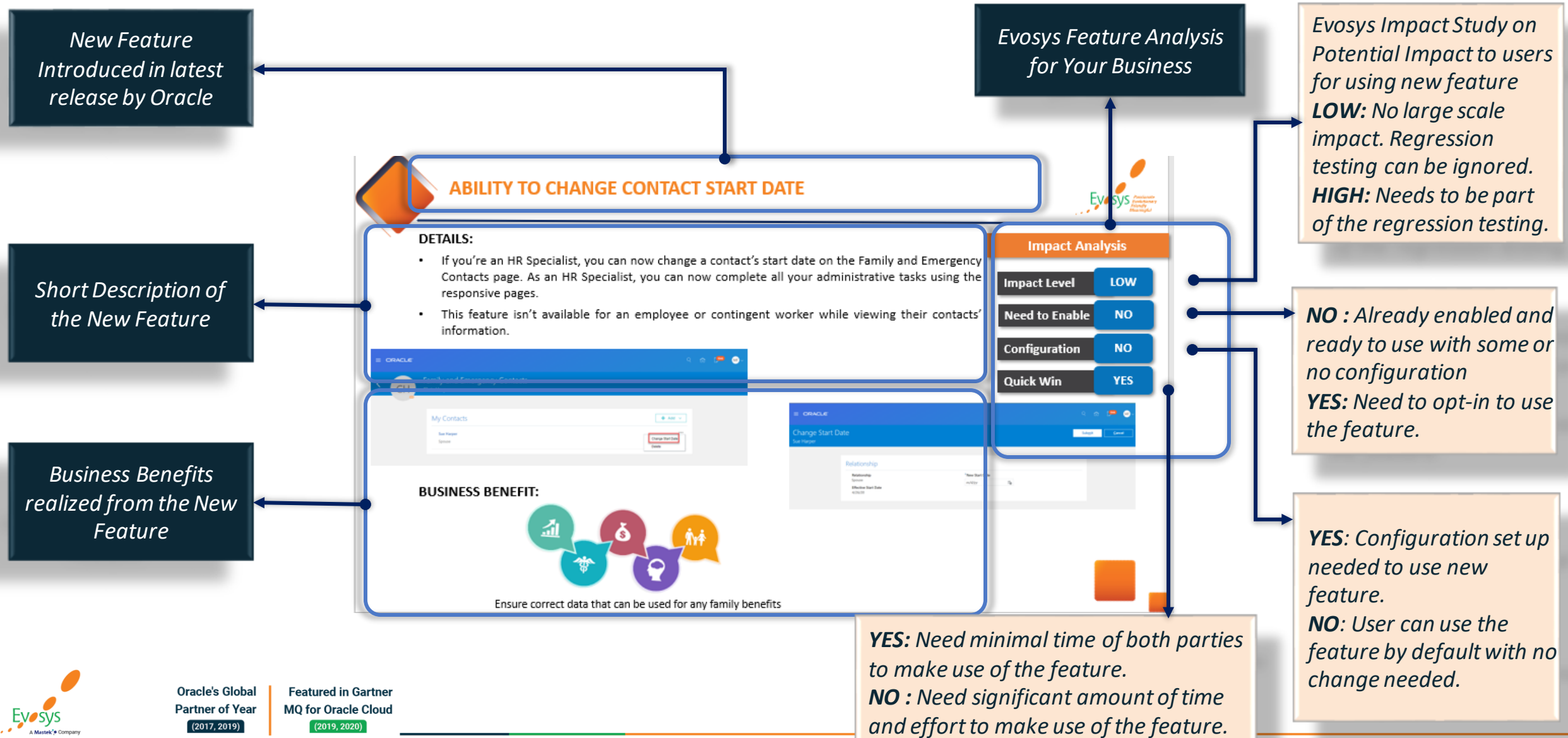
- New Features
- Known Issues (If any)

## - Leveraging Innovative Technology

## Closing - Q&A



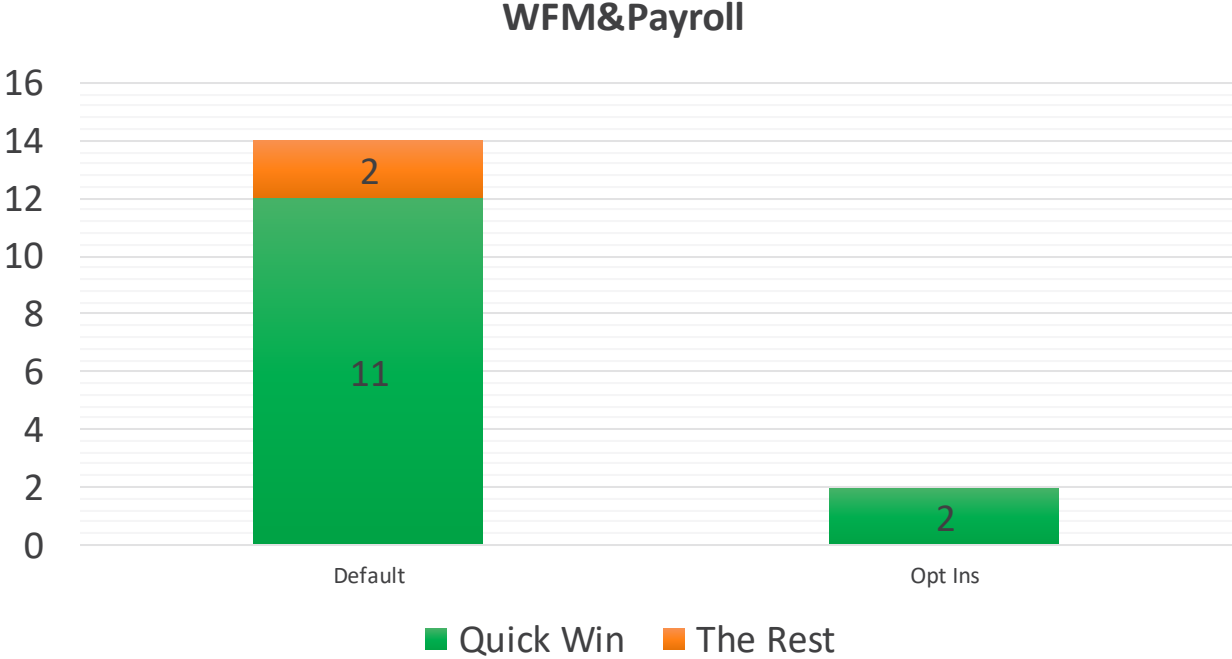
# How to read each Feature Summary?






## Our Analysis of Latest Release New Features

# Evosys Analysis- Statistics



# Evosys Analysis



**NEW FEATURES**

QUICK WINS – Default with NO Configuration



**NEW FEATURES**

QUICK WINS – Default with YES Configuration



**NEW FEATURES**

QUICK WINS – Opt Ins




**NEW FEATURES**

OTBI Enhancements




**NEW FEATURES**

The Rest



**REPLACED OR REMOVED FEATURES**



**KNOWN ISSUES**



## NEW FEATURES

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**QUICK WINS – Default with NO Configuration**

# Streamlined display of qualified entitlement summary

## Details:

- The absences administrator page has been enhanced to deliver a more streamlined and functional display of qualified enhancements.
- Previously, the columns displaying the entitlement info were based on database fields. The new columns provide visual clarity to the entitlements grid.

Details **Plan Use** Action Items

Recalculate Plan Use

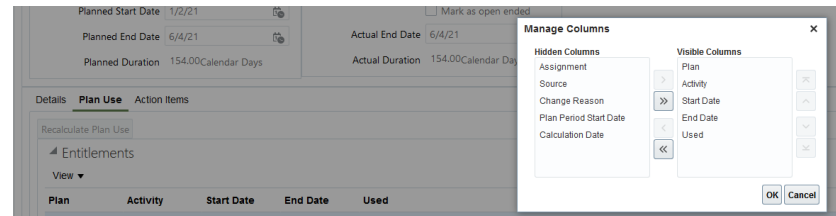
Entitlements

View ▾

Plan	Activity	Start Date	End Date	Used
KLN Statutor...	Qualified enti...	1/2/21	6/4/21	154.00 Calendar Days at 100 %

Columns Hidden 5

Details



## Impact Analysis

Impact Level **High**

Need to Enable **No**

Configuration **No**

Quick Win **Yes**

## Business Benefit:



Experience a more streamlined display of qualified entitlements with the introduction of new columns in the enhanced administrator page.



# Copy time card enhancements

## Details:

- Now when you copy an existing time card that includes a public holiday entry, the entry is excluded because each holiday is unique.
- And, absence entries, which are also typically unique, are excluded when you copy responsive time cards.

## Impact Analysis

Impact Level **Low**

Need to Enable **No**

Configuration **No**

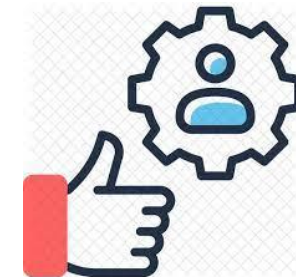
Quick Win **Yes**

Date	Hours	Entry Type
Monday, January 11	8.000	Holiday US
Tuesday, January 12	8.500	8:30 AM-5:00 PM Vacation US
Wednesday, January 13	8.000	Regular US
Thursday, January 14	8.000	Regular US
Friday, January 15	8.000	Regular US

Date	Hours	Entry Type
------	-------	------------

Date	Hours	Entry Type
Wednesday, January 27	8.000	Regular US
Thursday, January 28	8.000	Regular US
Friday, January 29	8.000	Regular US

## Business Benefit:



# Changes to payment statuses

## Details:

- New payment statuses**

You can now use new payment statuses Paid and not Reconciled and Reconciled that reflect stages of the payroll process where payments are transferred to cash management and are reconciled.

Product the Process is Performed	Process	Payment Status	Action Allowed from Payroll Payment Results Page
Payroll	Transfer Payment Info to Cash Management	<b>Paid and not reconciled</b>	Void
Cash Management	Reconciliation	<b>Reconciled</b>	None
Cash Management	Rollback of Reconciliation	<b>Paid and not reconciled</b>	Void

## Impact Analysis

Impact Level

Low

Need to Enable

No

Configuration

No

Quick Win

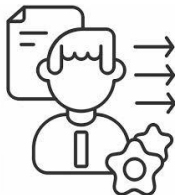
Yes

- Status Display Changes**

You now see only the latest status taken on prepayments instead of two statuses.

For example, when you void a payment and take the action of either make external payment or cancel payment, you now see final status of your action instead of both void and external payment or both void and cancel.

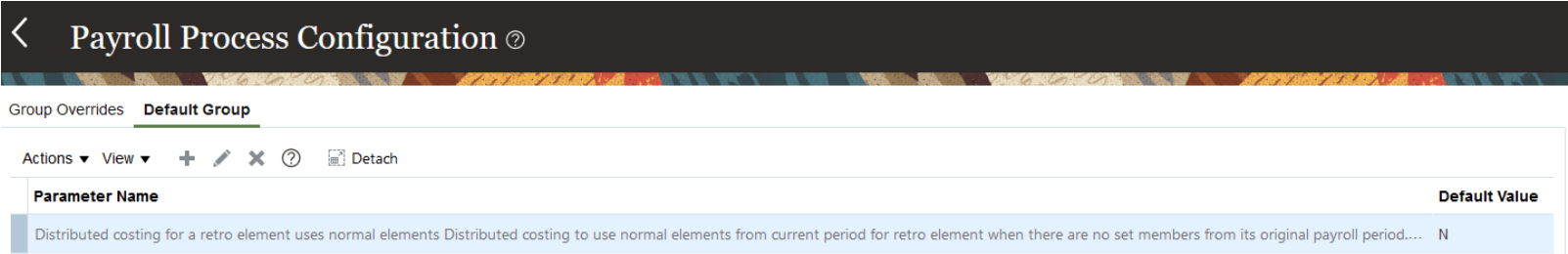
## Business Benefit:



# Costing when the sum of the retroactive distribution group entries is zero

## Details:

- You can now use payroll process configuration parameter "Distributed costing for a retro element uses normal elements" to distribute the costs of a retroactive element based on regular entries and retro entries.
- Regular entries are only included in the distribution calculation when the sum of the retroactive entries in the distribution group is 0.



- If you set the parameter to Y and the sum of the retroactive entries in the distribution group is 0, the deduction distributes based on the distribution group entries for the current payroll period and the retro entries.
- If the sum of the retroactive distribution group entries is greater than 0, the costs distribute based on the retroactive entries only.

## Business Benefit:

- Use this feature to prevent the costs for retro deduction elements being posted to the suspense account when the sum of retro distribution entries is zero.

## Impact Analysis

Impact Level Low

Need to Enable No

Configuration No

Quick Win Yes

	Original Earnings		Changes		Retro (REE)	Current (CPP)
	31-Jan	28-Feb	31-Jan	28-Feb	31-Mar	31-Mar
Deduction	100	100	150	150	100	300
Earning1	500	500	750	750	500	200
Earning2	600	600	450	450	-300	150
Earning3	400	400	300	300	-200	0
Distribution Group Sum					0	

# Attribute visibility changes (US Payroll)

## Details:

- We have improved your user experience with the addition of a new field on the Local and Global Transfer and Mass Legal Employer Change pages.
- The Copy balances to the new employment record checkbox is now displayed by default on the Payroll Details page.
- Use this box when you perform a legal employer transfer and want to carry balances forward to the new legal employer.

2

Payroll Details

For transfers within the LDG, leave a field blank to use the source value. The values entered here override the source values for the selected population.

Payroll

Time Card Required for Payroll

Tax Reporting Unit

Overtime Period for Payroll


☐ Copy balances to the new employment record

Continue

Impact Analysis	
Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes

## Business Benefit:

USER EXPERIENCE

 Evosys  
A Mastek Company

Oracle's Global  
Partner of Year  
(2017, 2019)

Featured in Gartner  
MQ for Oracle Cloud  
(2019, 2020)

# Global transfer enhancement for predefined deferred compensation balances (US Payroll)

## Details:

- We have streamlined the global transfer process so that it copies the person’s deferred compensation balances from their old Payroll Statutory Unit (PSU) to their new one.
- These balances are predefined in the US Global Transfer Group process information group.

## Business Benefit:

This feature makes it easy to transfer employees, copying all their important data in a single streamlined process.

## Tips and Considerations

If you performed the balance mapping exercise as part of your 21A update, you can continue using the Default Global Transfer Group object group.

### Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes



## NEW FEATURES

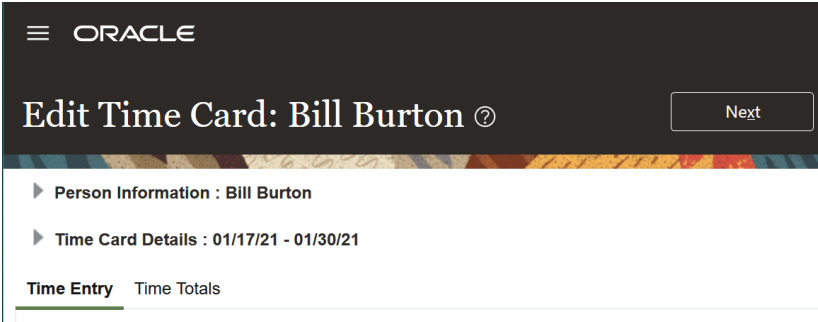
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**QUICK WINS – Default with YES Configuration**

# Classic time card header improvements

## Details:

- Now when people open a classic time card, the Person Information and Time Card Details sections are closed while the labels identify the time card owner and the time card period.
- They can expand either or both sections to see additional information.



## Impact Analysis

Impact Level

Low

Need to Enable

No

Configuration

Yes

Quick Win

Yes

## Business Benefit:



# Submit related flows

## Details:

- Use the Submit Related Flow task action on the Checklist page to submit additional tasks within an existing flow.
- When you select the Submit Related Flow task on the Checklist page, you are redirected to the Select a Flow page from where you can select an additional flow you can submit.
- Select a flow and enter the following details:
  - Flow Instance Name
  - Parameters
  - Process After Error
- The "Process After Error" check box indicates whether the related flow should still be run if the parent flow is in error.
- The Submit Related Flow action is available for all tasks and statuses. There is no need to select a Legislative Data Group (LDG) for the related flow, because the LDG is by default the LDG of the parent flow.

## Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	Yes
Quick Win	Yes

## Business Benefit:





# Consolidation group parameter on gross to net summary report

## Details:

- Consolidation group

The Gross to Net Report includes the consolidation group parameter so that the report displays only those summary balances produced by payroll processes that are run with the same consolidation group as that of the report.

You may run daily off-cycle payroll or Quickpay runs to accommodate exceptions, such as late payments or final payments for terminated employees. You can now capture the gross to net summary balances of off-cycle runs by using the same consolidation group to run the off-cycle runs and the Gross to Net report.

## Support for flow connectors

You may have a requirement to generate separate payments and reports for the regular on-cycle payroll runs and the off-cycle payroll run results.

Define flow connector rules on the flow patterns page to segregate and consolidate separately the multiple off-cycle run results and the regular on-cycle run results.

Impact Analysis	
Impact Level	Low
Need to Enable	No
Configuration	Yes
Quick Win	Yes

## Business Benefit:



# Display person number on statutory reports (UK Payroll)

## DETAILS:

- You can now display the employee's Person Number instead of HMRC Payroll ID on these reports:
  - P60
  - P45
  - P11D
- The payslip displays both the person number and HMRC Payroll ID.
- In the Statutory Deductions calculation card at the Payroll Statutory Unit (PSU) or the Tax Reporting Unit (TRU) level, a new field Statutory Report Person Identifier is provided in the Pay As You Earn component. You can select Person Number to display on statutory reports instead of HMRC Payroll ID.

## Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	Yes
Quick Win	Yes

## Business Benefit:



# Protected characteristics - legislative fields (UK Payroll)

## Details:

- You can now comply with the Equality Act and ensure that characteristics such as your employee's age, disability, gender reassignment, marriage or civil partnership, pregnancy, race, religion or belief, sex and sexual orientation remain protected.
- In addition, these 3 new characteristics have been added:
  - A new list of values for National Identity. You can select from these values:
    - British
    - English
    - Northern Irish
    - Other
    - Prefer not to say
    - Scottish
    - WelshYou can edit, modify, and set the values, as required.
  - Candidate Age Band: You can set the age band values, as required.
  - Option to select Caring responsibility.
- You can set these values on the Person-> Legislative Information -> View More Details page. You can add the details to be recorded and displayed to a restricted set of users, for example, the employees using the self-service option, and their HR representative.

## Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	Yes
Quick Win	Yes

## BUSINESS BENEFIT:





**NEW FEATURES**

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**QUICK WINS – Opt Ins**



Oracle's Global  
Partner of Year  
(2017, 2019)

Featured in Gartner  
MQ for Oracle Cloud  
(2019, 2020)

# Automatic copy of work schedule assignments during local and global transfer

## Details:

- When you transfer someone, all active and future work schedules and work schedule exceptions are automatically end dated in the old organization. The transfer process automatically links them with the same work schedule and work schedule exceptions in the new entity, if the schedule and exceptions are available.
- Additionally, as a manager or HR specialist, you can review all work schedule assignments affected by the transfer. You can see relevant messages about end-dating and copying schedules and exceptions using the Change Legal Employer dashboard.

## Business Benefit:



## Impact Analysis

Impact Level	Low
Need to Enable	Yes
Configuration	No
Quick Win	Yes

# Balance adjustments costing for a distributed element

## Details:

- You can now use Payroll Process Configuration to control the costing of distributed element with the Use costed option for distributed balance adjustments parameter.

The screenshot shows the 'Payroll Process Configuration' interface. At the top, there's a header with a back arrow and the title 'Payroll Process Configuration'. Below this, there are tabs for 'Group Overrides' and 'Default Group'. The 'Default Group' tab is active. Underneath, there's a toolbar with 'Actions', 'View', and icons for adding, editing, deleting, and a help icon, along with a 'Detach' button. The main area displays a table with two columns: 'Parameter Name' and 'Default Value'. One parameter is listed: 'Use costed option for distributed balance adjustments' with a value of 'Y'.

Parameter Name	Default Value
Use costed option for distributed balance adjustments	Y

- If you set the parameter to Y, when the distribution group entries are not available, the Costing of Balance Adjustment process uses the costing hierarchy applicable to the employment level of the element to cost the balance adjustment results.
- If you do not set the parameter to Y and no distribution group entries are available, the process sends the balance adjustment results to the suspense account.

## Business Benefit:

This will prevent payroll costs being posted to the suspense account.

## Impact Analysis

Impact Level Low

Need to Enable Yes

Configuration No

Quick Win Yes



## NEW FEATURES

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## The Rest



# New rest lovs for absence reasons and absence plans

## Details:

We have introduced two new REST List of Values (LOV) for absence reasons and absence plans.

**AbsencePlansLOV:** Use this resource to get the absence plan name from plan ID and vice versa.

**AbsenceTypeReasonsLOV:** Use this resource to get the absence reason name from reason ID and vice versa. It will also help you determine which absence reasons are valid for a particular absence type.

## Business Benefit:



Get info about absence plans and reasons more efficiently with the introduction of two new REST List of Values (LOV).

## Impact Analysis

Impact Level	HIGH
Need to Enable	NO
Configuration	YES
Quick Win	NO



# Extract time card enhancements

## Details:

- Now you can extract both current and previously transferred time entries from the time repository.
- You can duplicate the existing extract definitions, Time Cards Ready to Transfer Extracts and Time Entries Ready to Transfer Extracts, then modify your new extracts to include the new HWM\_EXT\_TIMEENTRY\_PREV\_XFR\_UE user entity.

< Extract Definitions ?

time

Show Filters

+ Import

Sort By

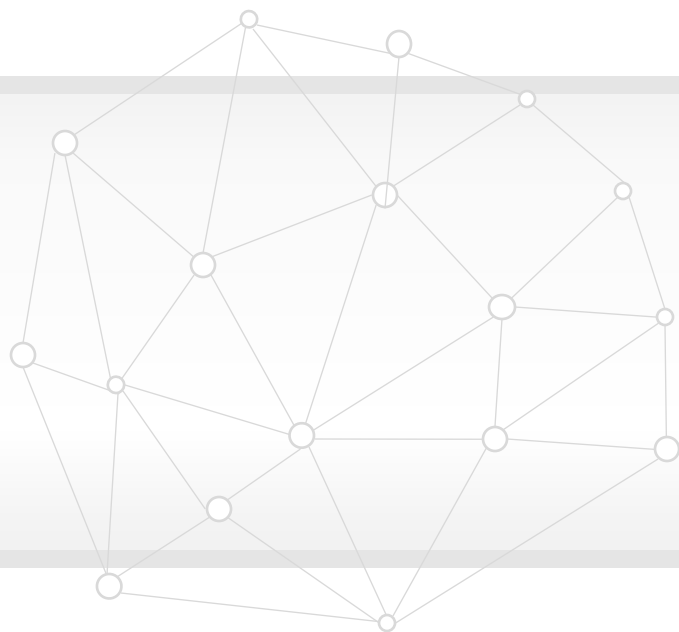
Time Cards Ready To Transfer Extracts	Type HR Archive Last Saved 11/28/20 4:58 PM	<div></div>
Time Entries Ready To Transfer Extracts	Type HR Archive Last Saved 11/28/20 4:58 PM	<div></div>

Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	Yes
Quick Win	No

## Business Benefit:





## NEW FEATURES

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## OTBI Enhancements

# Assignment level security on absence subject areas

## Details:

- Absences OTBI Subject Areas now support HCM Assignment security.
- By default, all absence information is secured at person-level, but if you enable HCM Assignment security, the access to information regarding absences and plan balances is restricted for managers and admins to only those assignments that the manager or admin has been granted access to.
- **Workforce Management – Absence Real Time and Absence Calendar Real Time:**
- **Workforce Management – Accrual Real Time**
- **Absence Management – Leave Donations Real Time**

## Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes

## BUSINESS BENEFIT:



# Security enhancements in absence related subject areas

## Details:

- Enhance your reporting on absence subject areas with the enhanced data security that contains new dedicated data security privileges for absences subject areas.
- We have made a change to the way in which the facts are secured in the following subject areas:
- For the following subject areas, the facts were secured using PER\_REPORT\_PERSON\_DATA data security policies, they are now secured using ANC\_REPORT\_ABSENCE\_RECORD\_DATA data security policies.
  - Workforce Management - Absence Real Time
  - Workforce Management - Absence Calendar Details Real Time
  - Workforce Management - Accrual Real Time
- For the following subject area, the facts were secured using PER\_REPORT\_PERSON\_DATA data security policies, they are now secured using ANC\_REPORT\_DONATIONS\_DATA data security policies
  - Absence Management - Leave Donations Real Time

## Impact Analysis

Impact Level	Low
Need to Enable	Yes
Configuration	NO
Quick Win	Yes

## Business Benefit:



Enhanced  
Reporting

## Tips and Considerations:

If your subject areas are not returning any data after the upgrade, ensure you have performed the appropriate step to grant the new data-security privileges to your custom roles.

# Additional time dimensions to time and labor subject areas

## Details:

- The following Time and Labor subject areas have been enhanced to include additional time dimensions based generated custom time attributes and generated global time attributes.

Folder	New Sub Folder added	Subject Area
Reported Time Entry Details	Generated Custom Time Attributes in Reported Entry Details	Workforce Management - Processed Time Cards Real Time
	Generated Global Time Attributes in Reported Entry Details	Workforce Management – Reported Time Cards Real Time

## Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	Yes
Quick Win	No

## Business Benefit:





## KNOWN ISSUES

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# Absences otbi subject areas hide certain absences for multi-assignment employees

## Details:

- All managers of an employee with multiple-assignments can view all person-level absences on the page and in OTBI reports, unless a person-level absence is entered using the advanced mode.
- The advanced mode entries do not refer to all the assignments of the employee. Even though all managers of the employee can view all person-level advanced-mode absences through the pages, they won't see the absence in OTBI, if the assignment they manage isn't specified in the advanced mode entries.
- The subject areas affected by this issue are Workforce Management - Absence Real Time, Workforce Management - Absence Calendar Details Real Time.

## Workaround:

- To prevent this discrepancy in OTBI, employees need to avoid creating person-level absences in advanced mode if they intend to charge only one assignment.
- Oracle Reference: 32106775

# Incorrect warning message appears during duplicate bank account entry

## Details:

- In the payment method page, if a user tries to enter the same bank account for themselves, twice, the application gives the following warning message: A bank account with given details already exists and owned by another person. Do you want to become joint owner of that bank account?
- This is incorrect, instead an error message should appear to alert the user that they have already created this bank account.

## Workaround:

- There is no workaround for this issue.
- Oracle Reference: 31954801



# Submit related flow with errors or corrections

## Details:

- When a flow status is in error (Critical Errors, Stopped) or with corrections (Full Roll Back, Mark for Retry, Skipped), a user should not be able to Submit a Related Flow.
- However, as it stands, this action is available which is not appropriate.

## Workaround:

- We recommend users not to submit a related flow that is in error or corrected.
- Oracle Reference: 32158188

# Not able to create events using costallocationdeo

## Details:

- The CostAllocationDEO is not available to create events to prorate and retrospective process the costing results based on the costing setup changes.
- Users won't be able to create events to prorate and retrospective processing of the cost results based on costing setup changes in date effective modes at payroll relationship, payroll assignment, payroll relationship element, payroll assignment element and element entry level.

## Workaround:

- Please note that the proration and retrospective processing was never supported in other costing levels, such as Payroll, Department, Job, Position and Element Eligibility. At this time there is not a workaround.
- Oracle Reference: 32475878

# Payroll global transfer business objects usability in autocomplete

## Details:

- Payroll Global Transfer business object displays attributes that should be hidden.

## Workaround:

- We recommend users not to use the business object until the fix to hide the attributes is delivered.
- Oracle Reference: 32565887

# HCM calendars can't display overlapping resource exceptions

## Details:

- When you assign multiple, overlapping resource exceptions to an employee at the same level, they will not show correctly on the HCM calendar pages.

## Workaround:

- This issue won't be resolved, because there isn't a functional reason for creating multiple resource exceptions that overlap each other at the same level, see example below.
- The application can't prevent the creation of these exceptions, so, we're advising you to avoid creating them.
- Example: The application allows you to create these non-work resource exceptions on the same date:  
9:00am to 4:00pm  
12:00pm to 6:00pm  
1:00pm to 10:00pm  
If you don't set these exceptions up at different levels, the calendar won't display them correctly
- If you need to create overlapping resource exceptions, consider setting one at the work schedule assignment level, another at work schedule level, yet another at department level, and so on. By setting different levels, the application can determine the exception priority and correctly show the exceptions.

Oracle Reference: 27959843

Issue existing since previous release

# TIME AND LABOR MANAGER ONLY VIEWS DIRECT REPORTS ON RESPONSIVE VIEW TIME CARDS

## Details:

- When you enable the responsive pages for Time and Labor, the View Time Cards quick action for time and labor managers opens the responsive page.
- The page uses the data security for the Line Manager role, thus the time and labor manager views only their direct reports.
- The data security should be the same as what is in place for the responsive team time cards pages that time and labor managers access.

## WORKAROUND:

- The data security for the responsive view time cards will be fixed in a later release to match the security for the role used to access the page.
- Oracle Reference: 31599860

**Issue existing since previous release**

# Individuals can view all of their responsive time cards

## Details:

- An individual can always view their time cards on responsive pages regardless of the Days Before and Days After settings in their time entry profile.
- The settings of Days Before and Days After do affect what an individual can see on their classic time card pages.
- On the classic pages they can't view any time cards that are outside the period defined by the Days Before and Days After settings.

## Workaround:

- This issue will be fixed when customers raise a related concern and need the ability to restrict the view of responsive time cards for people.
- Oracle Reference: 31625038

**ISSUE EXISTING SINCE PREVIOUS RELEASE**

# Data loader tasks results

## Details:

- HCM Data Loader (HDL) related tasks, such as the "Initiate Data Loader" process, are currently not returning all of the HDL process results data on the Process Results Details page.
- You will see limited results data when you try to view the HDL process results from these pages: Process Results Details and Process Results Summary.
- To see results use the 'Submit Another Task' and navigate to Checklist from the Task Iterations page and then drill down to the HDL page.

## Workaround:

- It is advised that you refrain from reviewing data loader results from the Process Details page.
- The recommended navigation is to access from the Checklist page using the View Flows task, from either the Payroll or Data Exchange areas. You can then drill down to the HDL page to view the HDL results
- Oracle Reference: 32002437.

**Issue existing since previous release**

# Task iterations status

## Details:

- Use the Task Iterations page to review flow instances of the "Submit Another Task" flow iterations. We are currently experiencing some issues whereby the statuses for task iteration in the new Task Iterations page are not accurate.
- For example, after you submit a flow and perform a page-level Roll Back action and roll back the flow iterations, the status of the rolled back iterations are shown as Succeeded. It should show Rolled-Back.

## Workaround:

- There is no workaround at the moment. This issue will be corrected in a future release, so that the Task Iterations page reflects the same statuses as the Checklist page.
- In the meantime, we advise users to drill down from the Task Iterations page to the Process Results Details page, in order to get more detailed information.
- Oracle Reference: 31243903

**Issue existing since previous release**



# Automatic element entries issue when using worker hcm data loader

## Details:

- Automatic entries are not always created when an employee is hired using the Worker in HCM Data Loader.
- This issue occurs if the worker record is loaded with multiple historic records. What happens is automatic entries are created for the first worker record loaded in a file, but not for the subsequent records.

## Workaround:

- If an employee is hired using the Worker in HCM Data Loader without history records, then automatic entries are created as expected.
- A future enhancement will deliver a new process that will automatically run after the Worker in HCM Data Loader to load and create auto entries on all eligible records.
- Oracle Reference: 27145265

Issue existing since previous release



## REPLACED OR REMOVED FEATURES

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# Removal of work day definition rules

## Details

Know that these earned days spanning rules were removed as of Update 21B:

Day with most hours  
Scheduled shift reference day.

## Business Benefit:

Improved productivity by removing unused rules from the definition.

# Enhancement of the start day rule

## Details

- The start day rule was improved for people who have a 24-hour schedule that helps determine the earned day if they report to work late.
- The rule now determines the earned day using the time entry start time rather than the schedule start time.

## Business Benefit:

Providing better support for 24-hour schedules

# Payroll dashboards in otbi catalog

## Details

- The below out of the box Payroll dashboards will be removed from the OTBI catalog in Update 21C.
- You can find same dashboards on that you can choose to use and modify to suit your needs:

Payroll Flow Details Dashboard  
Active Processes Dashboard

- By using the Customer Connect dashboards you will be able to use the dashboards, but also modify them to your needs in OTBI.

## Business Benefit:



# Leveraging Innovative Technology

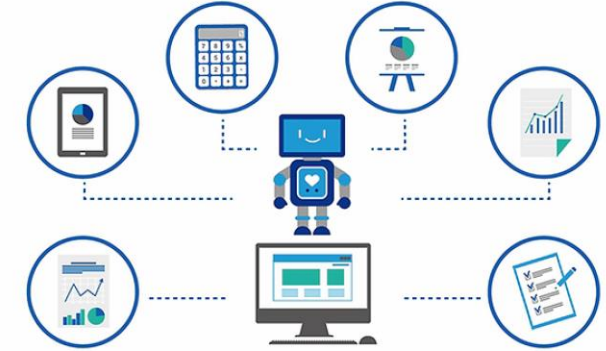
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Oracle's Global  
Partner of Year  
(2017, 2019)

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MQ for Oracle Cloud  
(2019, 2020)

# Leveraging other technology to enhance Oracle Cloud Applications



## RPA



- ✓ **Significant time savings** using UiPath testing automation tool
- ✓ **Cycle testing robots** for cross module process cycles – P2P, Invoice to Pay, GL reconciliation
- ✓ Saved time and effort for identifying processes that can be automated to remove critical process bottlenecks

## Analytics

- ✓ **Value based Analytics**
  - ✓ Process Optimisation
  - ✓ System Adoption
  - ✓ Information Output
  - ✓ Audit & Compliance
- ✓ Enabling wider analytics and data utilization across the organisation.
- ✓ Combining data from across the business into 1 repository

## Chatbot

- ✓ Improve adoption of Oracle Cloud Apps technology as chatbot improves user experience and speed of transaction
- ✓ Utilize Knowledge Base to answer employee and customer queries
- ✓ Reduce learning curve of Oracle Fusion application

## Preface



### The Problem

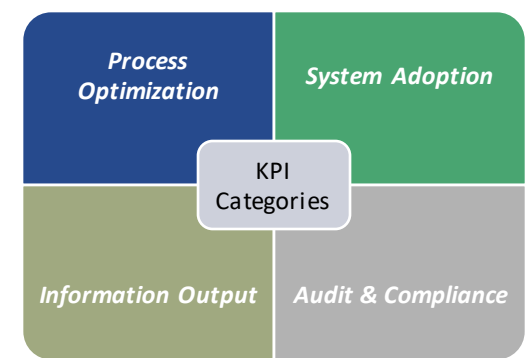
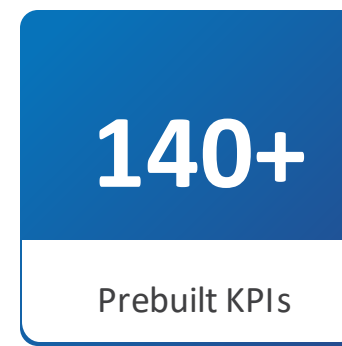
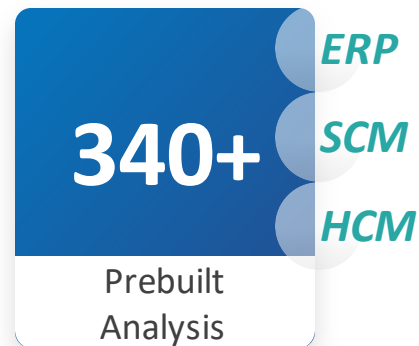
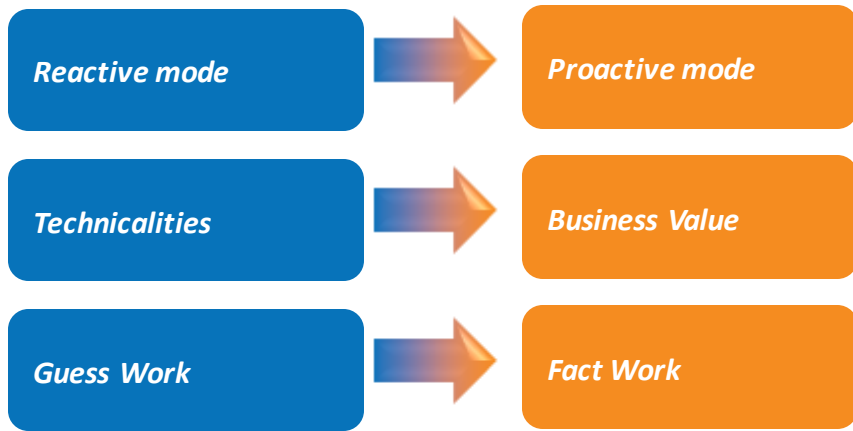
Organisation buys New System with a business benefit in mind but fail to measure it once the system is used.



### The Solution

**Value Based Analytics**<sup>TM</sup> tool is developed with the focus to measure and monitor ROI for which the system/transformation was invested in.

Enabling you to move from





# VBA for Key Areas



## Global HR

- Key HR Metrics like attrition, turnover and retention
- System Adoption and Data Quality

## Payroll

- Payroll Variances
- Payroll Cost Impact and Analysis
- Payroll Cycle time

## Talent Management

- Workforce Performance Standards
- Performance Cycle time

## Recruiting Cloud

- Recruiting Source Analysis
- Recruiting Cycle time

## Benefits

- Enrolments Summary
- Benefits Exceptions
- Life Events Analysis

## Time and Labor

- Time Management Process and Exceptions

## Security and User Adoption

- Security Dashboards
- System Utilization and Adoption

VBA - Mind Map.6



Direction to Better Solution

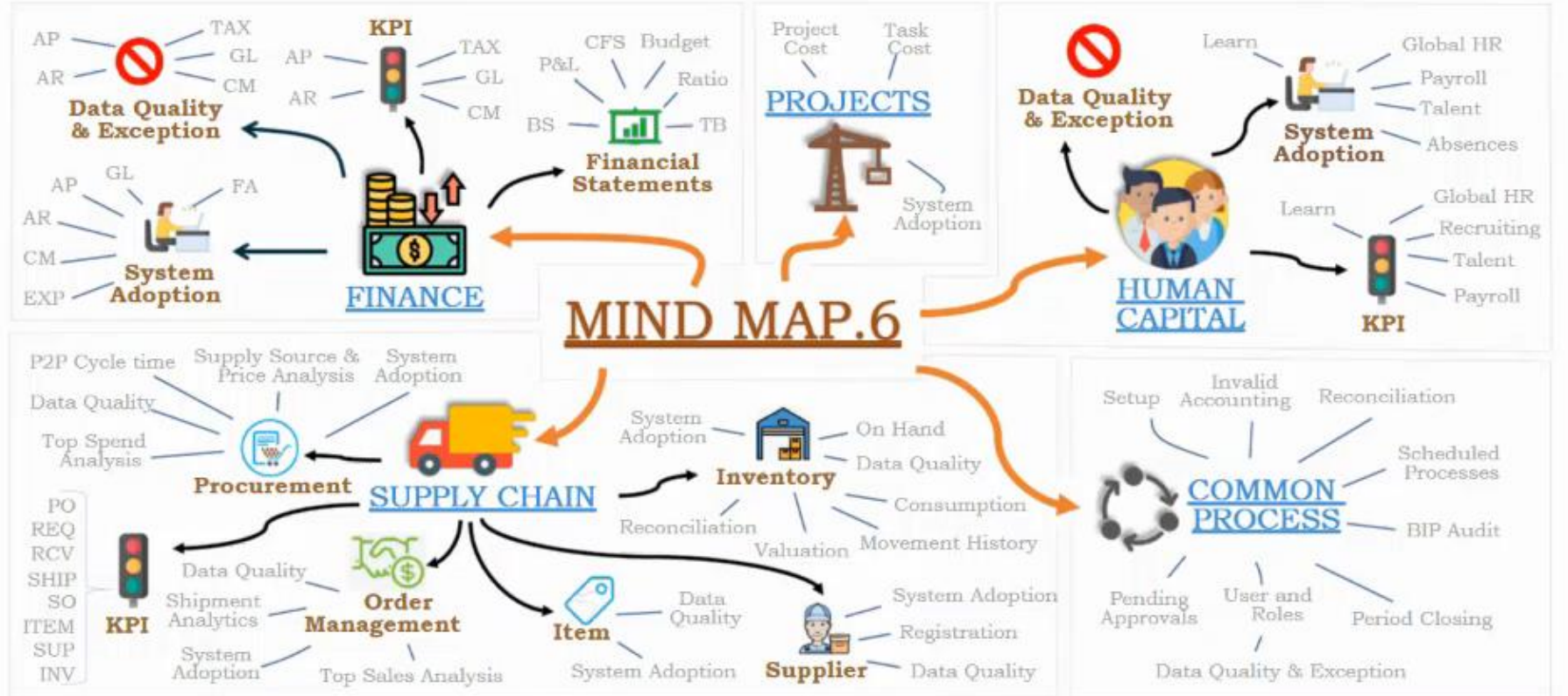
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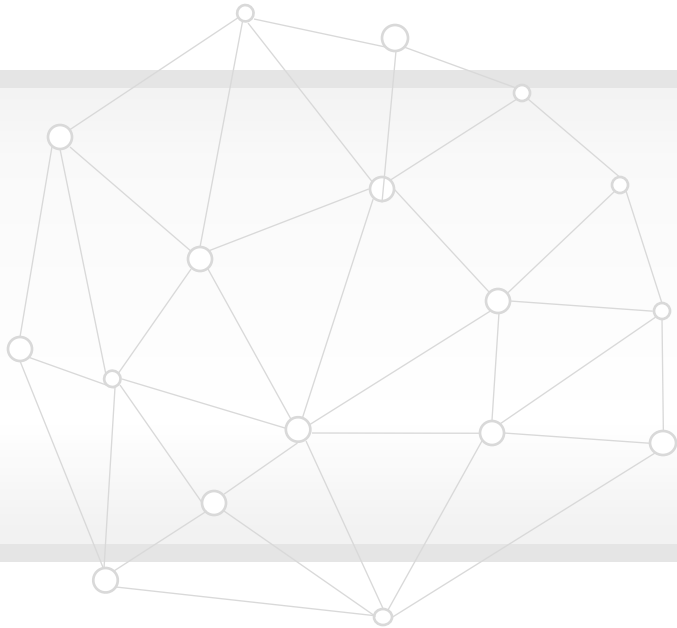
Release Detail

Documents

Report an issue

Feedback





# Closing


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## Q&A

# Closing Note

1. What happens next?
  1. Presentation
  2. Session Recording
2. Feedback Form
3. Speak with your Project Manager or [business@evosysglobal.com](mailto:business@evosysglobal.com)
  1. for additional services around quarterly updates
  2. Learn more about Innovation
4. Next Sessions ☐

20 April, 2021  
3:00 PM BST | 4:00 PM CEST |  
10:00 AM EST




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& Global Payroll**

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It is always best to clear your doubts

**Thank You!**

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