

LIVE

23/04/21

Evosys • Live

Advisory
Webinar

21B – *Benefits and Compensation*

Empowering you for the next update



ORACLE

Partner



Host: Kushal Shah
Head of Local Government Sales

Speakers: Soham Bagwe
Consultant - HCM



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

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

AGENDA



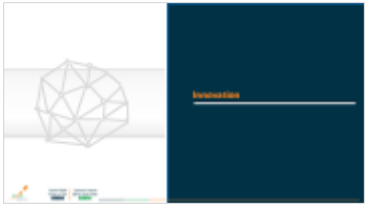
Our Approach to Oracle Update

Our Analysis of Latest Release

- New Features
- Known Issues (If any)

Innovation

Closing - Q&A



Analyze

Evaluate new features to prioritize the uptake of those that improve user experience and productivity.

Plan

Business and IT teams collaborate on the strategy for the uptake of new features and go-live.

Test

Execute regression and user acceptance testing on key flows.

Launch

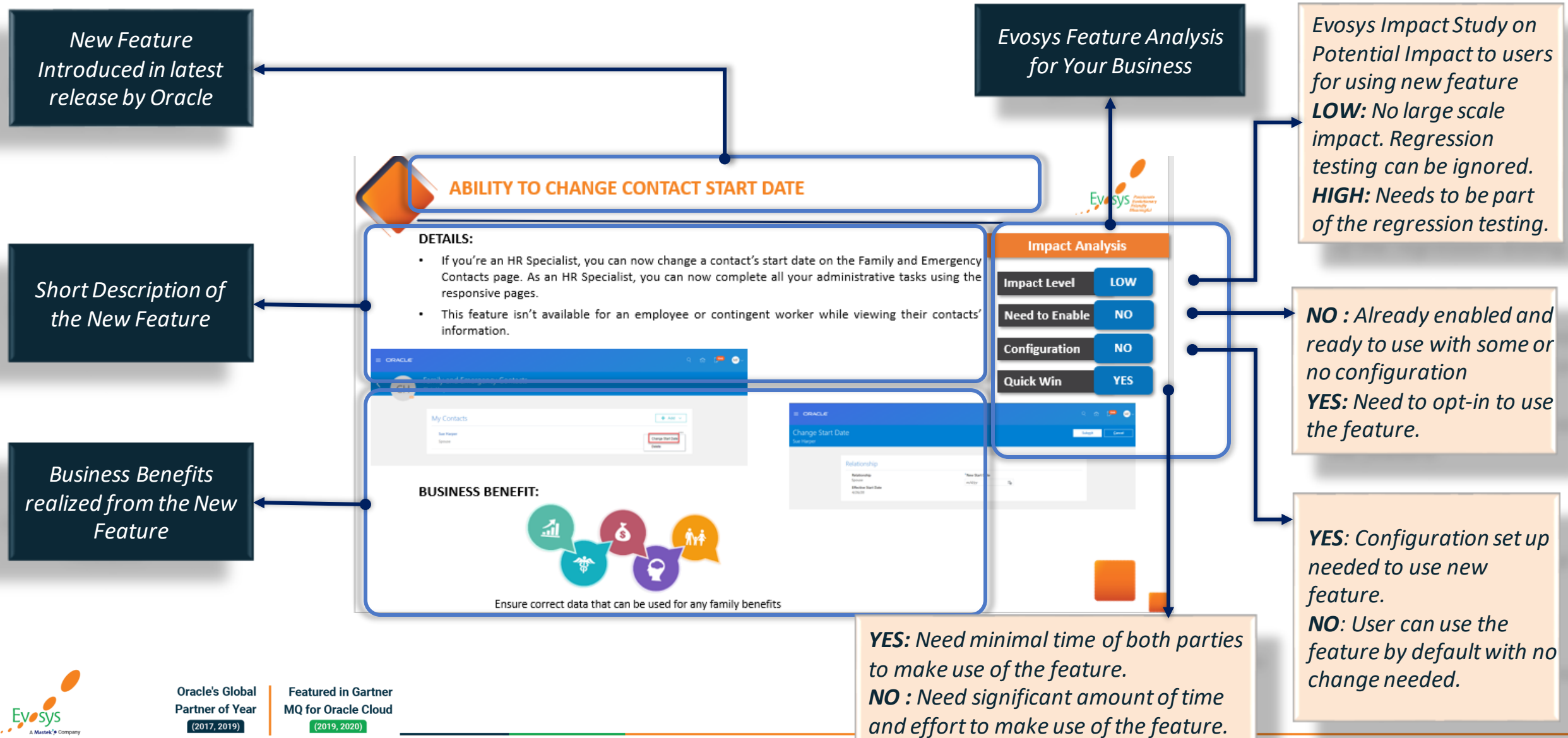
Go live with new features, documenting feedback for ongoing success along with Post Update Support



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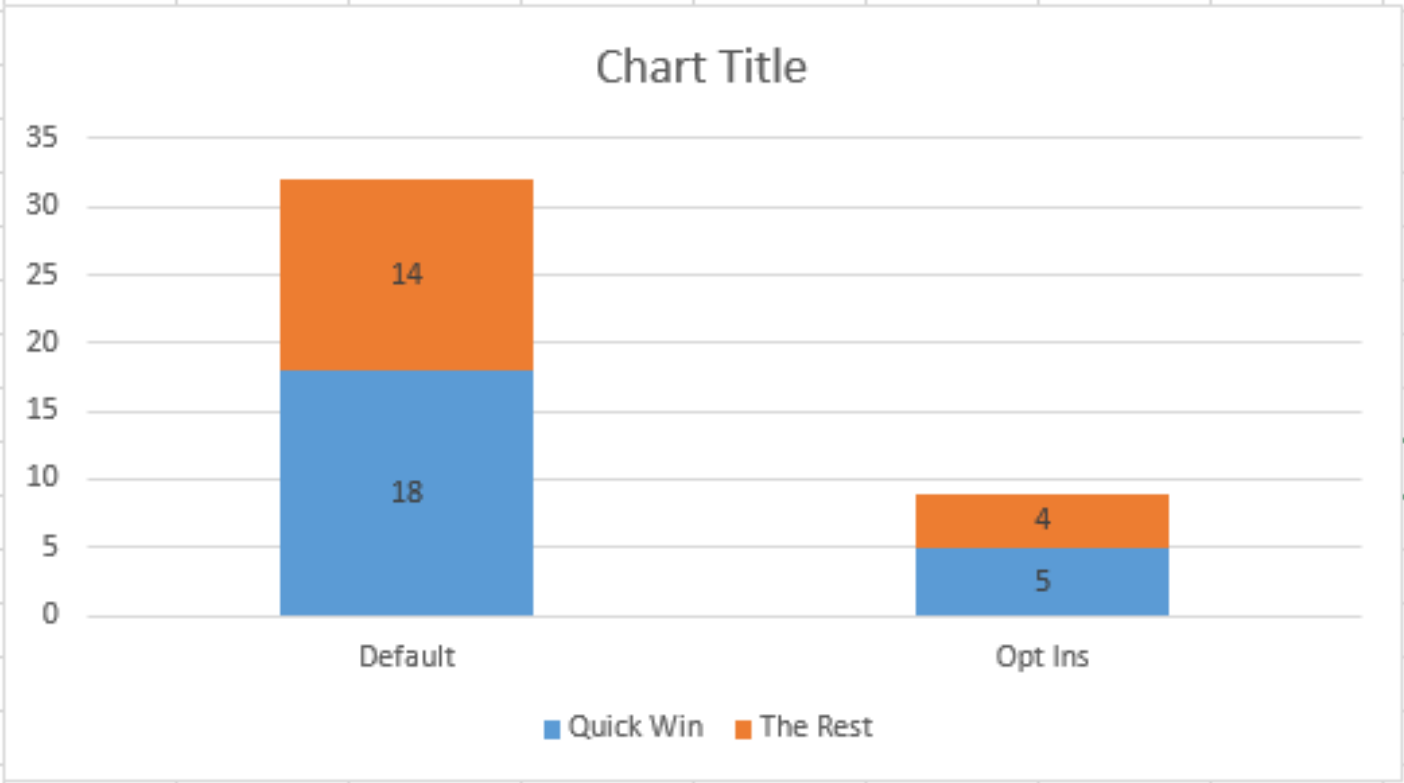
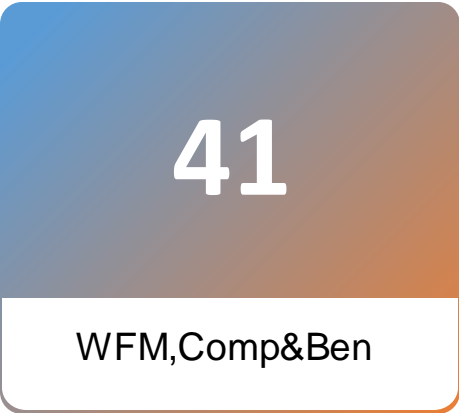
How to read each Feature Summary?





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



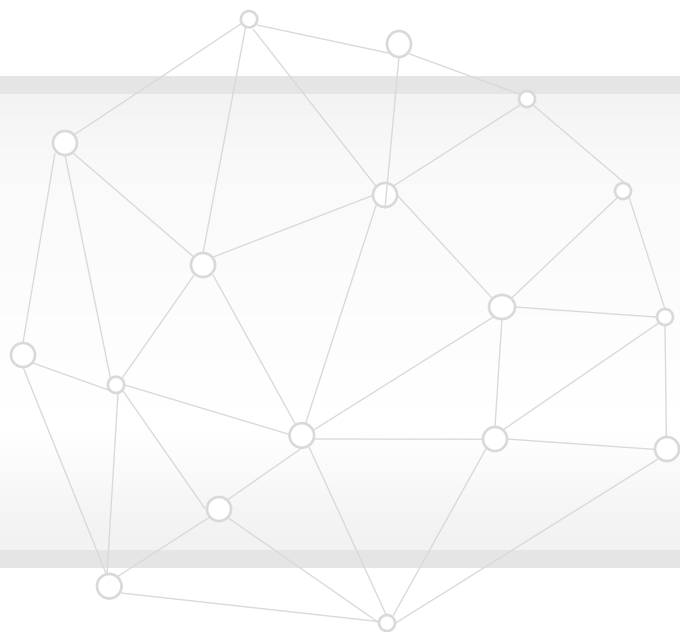
NEW FEATURES

The Rest



NEW FEATURES

OTBI Enhancements



NEW FEATURES



QUICK WINS – Default with No Configuration

Prevent new individual compensation submission when previous submissions are pending approval

Details:

- When a personal contribution was pending approval, you couldn't start individual compensation or administer individual compensation submissions. Similarly, when an individual compensation submission was pending approval, you couldn't start personal contributions or administer individual compensation submissions.
- Now, you can start a personal contribution after all other submitted contributions are approved. You don't have to wait on any individual compensation or administer individual compensation submissions that are pending approval.

Impact Analysis

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

Business Benefit:



Increase compensation administration efficiencies and improve employee satisfaction

Compensation zone type, zone identification for a past or future date introduction

Details:

- Earlier, both the salary pages and processes were identifying zone type and zone as of the system date. Now you can use the differential rules and calculations applicable for the duration of salary.

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

ORACLE

BR Compensation

Buela RJ

Start Date

1/1/11 ZCMP Analyst

Salary Details

Action

Hire

Salary Basis

RJ History DP

Salary Amount

90,000.00 USD Annually

Start Date

1/1/11

Annual Salary

90,000.00 USD (FTE 1)

Grade Name

ZCMP IC1

Salary Range

91,520.00 - 137,280.00 USD Annually

Salary Range Midpoint

114,400.00 USD

Range Position

-3.32

Compa-Ratio

78.67

Quartile

Below Range

Compensation Zone Type

RJ Historical Zone Type

Compensation Zone

Zone 1

Legal Employer

GBI HCM Widgets USA

Start Date

1/1/20 ZCMP Analyst

Salary Details

Action

Salary Change

Salary Basis

RJ History DP

Salary Amount

100,000.00 USD Annually

Start Date

1/1/20

Adjustment

10,000.00 USD (11.11%)

Annual Salary

100,000.00 USD (FTE 1)

Grade Name

ZCMP IC1

Salary Range

99,840.00 - 149,760.00 USD Annually

Salary Range Midpoint

124,800.00 USD

Range Position

0.32

Compa-Ratio

80.13

Quartile

1

Compensation Zone Type

RJ Historical Zone Type

Compensation Zone

Zone 2

Legal Employer

GBI HCM Widgets USA

Business Benefit:



One can view present, past and future dated Compensation Zone

Standard salary components user entities introduction

Details:

You can now define HCM Extracts and fast formulas that make use of these new user entities, which can return salary standard components allocation data:

- ORA_CMP_ASSIGNMENT_SALARY_SIMPLE_COMPONENT_UE
- ORA_CMP_ASSIGNMENT_SALARY_SIMPLE_COMPONENT_RGE_UE

Business Benefit:



Improve productivity by efficiently extracting salary component data and creating relevant fast formula calculations.

Impact Analysis

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

Use population filters to submit workforce compensation cycle notifications

Details:

Admin can now submit the Notify Managers That Cycle Is Open or Closed batch process using a population filter. The filter lets you notify specific groups of managers that the workforce compensation cycle is open or closed.

Name

Notify Managers That Cycle Is Open or Closed

Description

Send notifications to managers to notify them t...

Schedule

As soon as possible

Basic Options

Parameters

*Plan

Global Comp Plan

*Cycle

2021

*Announcement

Cycle is open

Communicate Results to Workers by Date

m/d/yy

Population Filters

Enterprise

Global Business Institute

Country

Legal Employer

Business Unit

Department

Individual Manager

Manager Hierarchy

Business Benefit:



Improve productivity and satisfaction by notifying only affected managers when the compensation cycle opens or closes.

Impact Analysis

Impact Level **Medium**

Need to Enable **No**





Configuration **No**

Quick Win **Yes**

View note count in approvals task

Details:

You can now view the number of notes created for a person in the Approvals task type. Previously, this information was not available.

ID	Allocation		Notes
	Compensation Amount -	Compensation Percentage	
60	0	0	 (1)
58	1,996	10	
00	16,000	10	
17	1,992	10	

Impact Analysis

Impact Level Medium

Need to Enable No

Configuration No

Quick Win Yes

Business Benefit:



Allows people to see that there are notes created for a person in the Approvals task.

Preview worksheet task configuration

Details:

Previously, you had to run the Start Workforce Compensation Cycle batch process to view this configuration. In the task setup in Configure Worksheet Display, there is a new tab to the right of the Information configuration tab.

Task Name: Allocate Merit
Task Type: Compensation

SummaryDetail TableActionsInformationPreview

Allocate Merit

Global Compensation Plan

25 of 25 (100%)

USD

5,000,000

5,000,000 (100.00%)

5,000,000 (100.00%)

0 (0.0%)

Compensated Workers with Percentage

Currency or Units

Eligible Salary

Allocated with Percentage

Budget with Percentage

Remaining Budget with Percentage

ActionsViewFormatDetach

Direct Reports

Name Search

Worker Name	Alerts	E-Mail	Eligibility Status	Person Number	Salary Currency	Current Salary	Salary Frequency	New Salary	Salary Range Compa-Ratio - Current	Eligible Salary	% of Eligible Salary	Salary Amount	Notes	Attachments
Worker Name		Email	Eligibility Status	Person Number	USD	200,000.00	Base Salary ...	200,000.00	5.00	200,000.00	5.000	200,000.00		None +
Worker Name		Email	Eligibility Status	Person Number	USD	200,000.00	Base Salary ...	200,000.00	5.00	200,000.00	5.000	200,000.00		None +
Worker Name		Email	Eligibility Status	Person Number	USD	200,000.00	Base Salary ...	200,000.00	5.00	200,000.00	5.000	200,000.00		None +
Worker Name		Email	Eligibility Status	Person Number	USD	200,000.00	Base Salary ...	200,000.00	5.00	200,000.00	5.000	200,000.00		None +
Worker Name		Email	Eligibility Status	Person Number	USD	200,000.00	Base Salary ...	200,000.00	5.00	200,000.00	5.000	200,000.00		None +

Impact Analysis

Impact Level **Medium**

Need to Enable **No**

Configuration **No**

Quick Win **Yes**

Business Benefit:










Hide the print icon in the communications task type

Details:

You can now hide the print icon for people who aren't eligible for the plan in the in the Communications task type.

Global Comp Plan 2020 | Acting as Sandy CmpManager

View ▾ Format ▾ Direct Reports Name Search 🔍

Worker Name	Manager Worksheet Approved	Country	E-Mail	Person Number	View or Print
CmpAnalyst, Andy1	No	US	sendmail-test-discard@or...	300100005538694	
CmpManager, Sarah	No	US	sarah.cmpmanager@adcd...	300100006045660	
CmpManager, Saul	No	US	saul.cmpmanager@adcd...	300100005601134	
NvnSnrManager1, Sachin	No	US		100000015261093	
TcsWorker, Marie	No	US		5152	
TcsWorker, Thomas	No	US		5155	
ZCMPANALYST, Chris	No	US		966169008889662	
ZCmpSnrManager, Sam	No	US		100004263296	
ZCmpSnrManager, Sammy	No	US		100004263316	

Configure Column Properties: View or Print

☒ Hide download icon for people ineligible for a plan

Information

Plan Info

OK Cancel

Impact Analysis

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

Business Benefit:



Enhanced communications task








Details:

You can now view people in the Communications task in a list rather than the previous tree view. Also, you now have the ability to switch populations, use filters, and search using name, email or person number.

Global Comp Plan 2020 | Acting as Sandy CmpManager

View ▾ Format ▾ Generate Statements ▾ Direct Reports ▾ Name Search 🔍

Country ▾

Worker Name	Manager Worksheet Approved	Country	E-Mail	Person Number	View or Print
CmpAnalyst, Andy1	No	US	sendmail-test-discard@or...	300100005538694	
CmpManager, Sarah	No	US	sarah.cmpmanager@adcd...	300100006045660	
CmpManager, Saul	No	US	saul.cmpmanager@adcd...	300100005601134	
NvnSnrManager1, Sachin	No	US		100000015261093	
TcsWorker, Marie	No	US		5152	
TcsWorker, Thomas	No	US		5155	
ZCMPANALYST, Chris	No	US		966169008889662	
ZCmpSnrManager, Sam	No	US		100004263296	
ZCmpSnrManager, Sammy	No	US		100004263316	

Impact Analysis

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

Business Benefit:



Managers can search for specific people and generate statements for the same more easily.

Switch budget summary views

Details:

You can now enable both summary views in the budget sheet and let managers toggle between the views. Previously, you could enable only one view. Here, you can see that both summary views are enabled.

Global Comp Plan | Acting as Sandy CmpManager

USD	8,578,019	257,340.56(3.00%)	0	0(%)
Currency or Units	Eligible Salary	Overall Budget with Percentage	Distributed Amount	Distributed with Percentage

Impact Analysis

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

Business Benefit:



Provide managers better insight into their budget numbers by letting them view summary data the way that works best for them.

Preview alternate approver configuration

Details:

You can now preview your alternate approver configuration before you run the Start Workforce Compensation cycle batch process or before you apply changes by running the Refresh Workforce Compensation Data batch process. Previously, you had to review the hierarchy. In the example below, you can see the new Preview button to the right of the Alternate Approver Table.

Alternate Approver Tables

Actions ▾ View ▾ + ✕

Table Name	Last Update Date	Preview
New Alt Table	1/11/21	
ZCWB_Alternate_Approver1	1/8/21	

Preview: ZCWB_Alternate_Approver1

Hierarchy can be different from current hierarchy being configured if you have not run the start/refresh process.

Plan Global Comp Plan

Worksheet Manager ZCWB_MARX, KARL CM

Cycle 2020

Hierarchy post current Setup changes

ZCWB_MARX, KARL CM

»

Morales, Sammie

Hierarchy post last Cycle Start or Refresh

Alternate approver table is not selected for the plan.

OK

Business Benefit:

This provides administrators the ability to preview alternate approver configuration and troubleshoot the alternate hierarchy before they apply the changes to an open cycle.



Impact Analysis

Impact Level MEDIUM

Need to Enable NO

Configuration NO

Quick Win YES

Improved alternate approver configuration

Details:

You can now view the alternate approver configuration on the same page as the alternate approver table. Previously, you navigated to another page to view the configuration. In the screenshot below, when the Alternate Approver table is selected, the configuration is viewed in the table directly below.

Alternate Approver Tables

Actions ▾ View ▾ + ✕

Table Name	Last Update Date	Preview
New Alt Table	1/11/21	⊕
ZCWB_Alternate_Approver1	1/8/21	⊕

Alternate Approvers: ZCWB_Alternate_Approver1

View ▾ + ✕

* Worksheet Manager	* Approval Sequence	* Alternate Approver
ZCWB_MARX, KARL CM ▾	1	Morales, Sammie ▾

Impact Analysis

Impact Level Medium

Need to Enable No

Configuration No

Quick Win Yes

Business Benefit:



This change simplifies navigation for administrators and reduces confusion.

Review apply model batch processing information

Details:

We made it easier to understand the performance of the Apply Model batch process with a new report in View Administration Reports. The report shows information such as who submitted the model, including models submitted in batch mode by worksheet managers. It also shows the number of workers included, how many dynamic calculations in the plan, and information about any threads associated with the batch process that were unsuccessful.

Batch Process Monitoring

Start Compensation Cycle Process	Start Compensation Cycle Process History
Refresh Workforce Compensation Data Process	Refresh Workforce Compensation Data Process History
Reprocess or Add New Plan Data	Reprocess or Add New Plan History
Apply Model Process	Apply Model Process History

Impact Analysis

Impact Level Medium

Need to Enable No

Configuration No

Quick Win Yes

Business Benefit:



This allows administrators to track and troubleshoot models when they apply them through the batch process mode.

Configure performance rating display order

Details:

You can now configure the order in which the performance ratings are shown in the list of values in the worksheet. Previously, this was not possible. In the example below, you can see the new configuration option in the Configure Performance Ratings task in plan setup. The available options are ascending and descending.

Performance Ratings

Enable Performance Ratings Yes

Performance Ratings to Use ☐ Integrate with Oracle Fusion Performance Management
☐ Use compensation performance ratings
☒ Both

Rating Values Display Order Ascending

Compensation Performance Ascending
Descending

Impact Analysis

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

Business Benefit:



This allows administrators the ability to select the order in which managers see performance ratings.

Process compensation change statements by individual person

Details:

You can now process compensation change statements by individual person directly on the process page. Previously, you had to go to Administer Workers to manage statements for individuals.

Name Process Workforce Compensation Change Statements
Description Centrally manage workforce compensation change ...
Schedule As soon as possible

Basic Options

Parameters

*Plan	Global Comp Plan	▼
*Cycle	2021	▼
Manager Hierarchy		▼
Individual Person	CmpManager, Sarah	▼
*Mode	New	▼

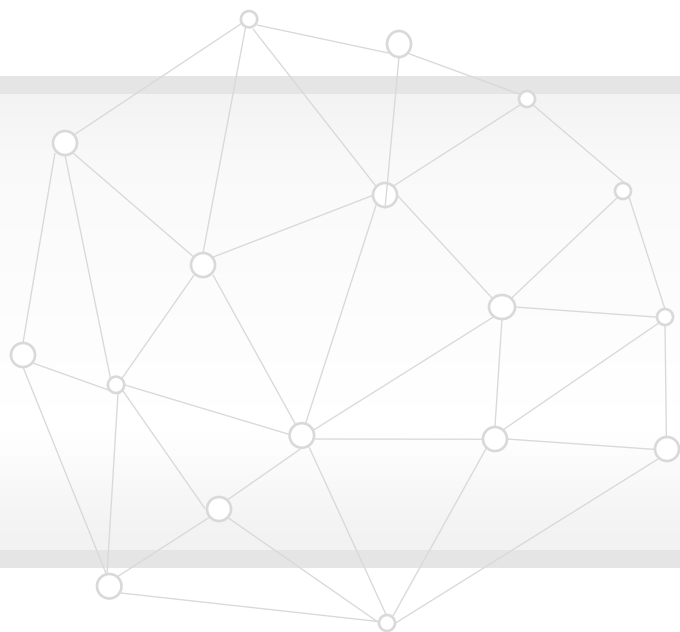
Impact Analysis

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

Business Benefit:



This allows administrators to process statements for people without going to Administer Workers.



NEW FEATURES

QUICK WINS – Default with YES Configuration

Configure budget pool overview

Details:

You can now configure the budget overview for each budget pool in a Workforce Compensation plan. Previously, you had to use personalization to hide or change the view. In the example below, you can see that the workers label is renamed to "People" for both budget pools. The percentage and access level is hidden for the Bonus budget pool.

Overview Summary **Detail Table** Worker List Actions Information

View ▾ Detach

Column	Enable	Display Name
▲ Budget Pool		
Pool Name	<input checked="" type="checkbox"/>	
Workers	<input checked="" type="checkbox"/>	<input type="text" value="People"/>
Budget Access Level	<input checked="" type="checkbox"/>	
▶ Units	<input checked="" type="checkbox"/>	
▲ Overall Budget		
Budget Percent	<input checked="" type="checkbox"/>	
Budget Value	<input checked="" type="checkbox"/>	
▲ Budget Distribution		
Total Allocated	<input checked="" type="checkbox"/>	<input type="text" value="Total Allocated"/>
Available Budget	<input checked="" type="checkbox"/>	<input type="text" value="Available Budget"/>

Impact Analysis

Impact Level **Medium**

Need to Enable **No**

Configuration **Yes**

Quick Win **Yes**

Business Benefit:



To support this feature, we added a new configuration tab in Configure Budget Display.



NEW FEATURES

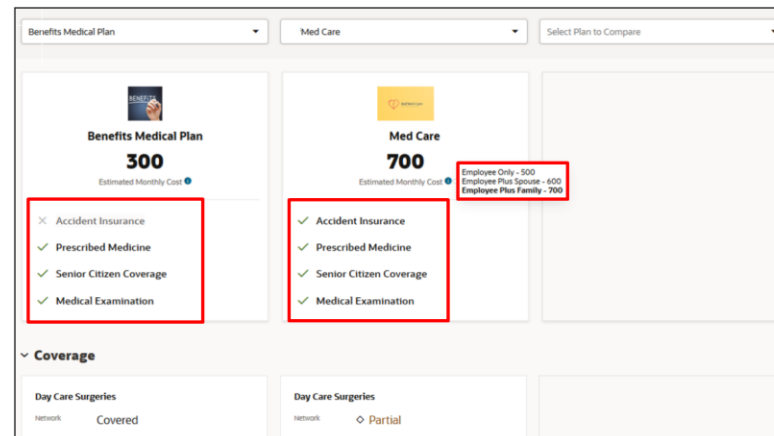
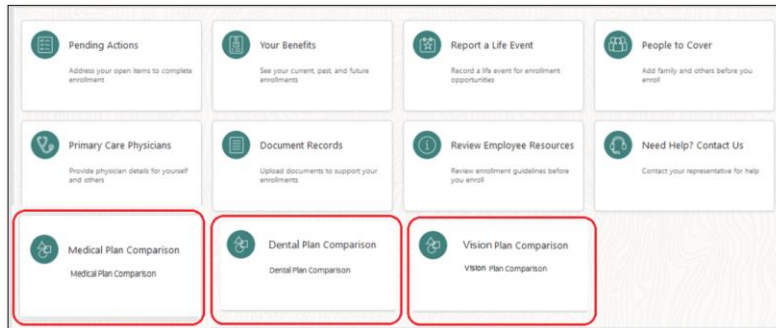


QUICK WINS – Opt Ins

Enable plan comparison

Details:

- Participants can now compare their plans for health, vision, and dental to decide on the best plan before they enroll. They can compare different features that each plan offers. For example, they can compare the cost of the plans and options, how they work, and the coinsurance.
- Participants can view and launch plan comparison from the self-service landing page or from quick actions. The number of tiles or quick actions that are available will depend on how many different types of plans are available for comparison. The tiles and quick actions need to be enabled for each benefit type that are provided for comparison. For example, if you have plans for medical, dental, and vision, you need to enable 3 tiles.
- You can see a summary of the plan highlights, if you have identified them during setup. In our example, the highlights are Accident Insurance, Prescribed Medicine, Senior Citizen Coverage, and Medical Examination. A simple tick or a cross mark indicates whether that highlighted feature is offered by that plan or not. You can also see the estimated cost of the plans and the cost by option.



Impact Analysis

Impact Level MID

Need to Enable YES

Configuration YES

Quick Win YES

Business Benefit:

Provides better visibility to employees of the Benefits offered so they can make an informed decision while opting in.



NEW FEATURES

The Rest



Use the Benefit batch process diagnostic test

Details:

- You can use the new Benefits Batch Process Diagnostic Test report to enable you to resolve problems with submitted batch processes. When batch processes get stuck, become slower, run for longer after setup changes, and encounter unexpected delays in processing, you can use this report to provide the information to Oracle support and development. The information is also useful to determine issues if the outcomes of the batch processes are not as expected, such as the number of people expected in the results of a batch process.
- Instead of relying on custom SQL queries, you can run the Benefits Batch Process Diagnostic Test report to provide required information to Oracle support and development to help resolve problems. This in turn will reduce the turnaround time resolving customer-reported issues.

Business Benefit:



Enhanced
Reporting

Administrators can more easily monitor and diagnose issues that can be provided to Oracle support for quicker resolution.

Impact Analysis

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

Use the person benefits eligibility test diagnostic report

Details:

- You can use the new Person Benefits Eligibility Test diagnostic report to show eligibility results. You can run this report for a person for a program. The report helps determine if people are eligible for certain plans. It can tell you, for an individual, which eligibility profile caused the worker to be Ineligible. You can use this report to identify if the profile was optional, required, or whether the criteria within the profile caused ineligibility.
- This report evaluates the eligibility of persons and provides the results in a structured manner. Based on the report, you can decide if the eligibility profile should be changed or not.

Business Benefit:



Enhanced
Reporting

The report enables the development team and support to diagnose issues related to eligibility profiles or person eligibility. This report reduces the turnaround time resolving issues.

Impact Analysis

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

Total compensation statement - new source type of salary standard components

Details:

We introduced a new salary basis type for standard components called salary simple components. You can now display these in total compensation statements by leveraging a new source type in compensation items, called salary simple components. Next you select the component for the compensation item. For example, you can now select the new source type, optionally configure the overall salary to display as a category, and then see more detail from the overall salary down to its components listed as a subcategory. There are other possible configurations for display if you prefer all items together in one category.

Create Compensation Item

*Item Name

Standard Salary Components

*Source Type

Salary simple componen

*Legislative Data Group

Benefit balance

*Component

Benefit balance

Details

Element entry

External data

Formula

Payroll balance

Salary

Salary rates

Salary simple components

Create Compensation Item

*Item Name

Standard Components Overall

*Source Type

Salary simple compor

*Legislative Data Group

GBI United States LDG

*Component

Overall salary

Details

Basic salary

Housing allowance

Overall salary

Special allowance

Transport allowance

Variable allowance

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

Business Benefit:



Total compensation statement - item tester enhancements

Details:

Item Tester Element Entry

Edit Compensation Item: DDT TCS Dev Vacation Accrued Balance

* Item Name: DDT TCS Dev Vacation Accrued Balance

* Source Type: Benefit balance

Details

* Benefit Balance: TCS Dev Vacation Accrued Balance

Description

Usage: Vacation

* Type of Compensation: Nonmonetary

* Units: Hours

Rounding Rule:

☐ Estimated amount

Test Benefit balance

Validate Benefit balance

Validation Option: Validate by statement

Statement Definition Name: 2009 Total Compense

Statement Period: 1/1/09 - 12/31/09

Sample Person: Tabby, Finley

Validate **Clear**

Summary **Details**

Messages	Time
The item tester started at 2021/01/28 08:06:30 for the DDT TCS Dev Vacation Accrued Balance it...	1/28/21 8:06:32 AM
The item tester finished after 1.14 seconds for the DDT TCS Dev Vacation Accrued Balance item.	1/28/21 8:06:32 AM

Save and Close **Cancel**

Impact Analysis

Impact Level **MEDIUM**

Need to Enable **YES**

Configuration **YES**

Quick Win **NO**

Business Benefit:



Save time by validating expectations before you generate statements.

Total compensation statement - incompatible graph items

Details:

You will now see messages and receive more information during configuration, if you try to enable graphs that have incompatible items. For example, you try mixing stock shares with monetary amounts, or any other combination of items that use different units of measure. These configurations can happen on either the category or summary. Graphs with incompatible items are hidden on the total compensation statement.

Impact Analysis

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

Business Benefit:



Edit Category: ZTCS_UPG_CCAT_002 [?](#) [Reorder Components](#)

*Category Name

Category Type

Table

Graphs

Descriptive Text

Supplemental Information

Use compatible data types. Graphs are hidden in the generated statements if they contain different types of info or different units of measure.

☐ Do not display graphs

First Graph

Second Graph

Graph Title

Graph Type

Graph Items ☒ Your Contribution ☒ Company Contribution

Graph Title

Warning

Graph items in the representative First and Second Graphs are incompatible because they contain different types of info or use different units of measure. (CMS-3240027)
The representative First and Second Graphs will be hidden for this category. Continue anyway?

Yes

No

New columns added to grade step progression results page and transaction report

Details:

Oracle has added three new columns to the Results page of the Review Proposed Progressions and Salary Updates task: Current Component Amount, Proposed Component Amount, and Salary Basis Type. You can configure these columns when you view the Updates tab in the Results page. You may find this new column useful when reviewing the results.

Results

UpdatesErrors

Process ID250373

Process NameRun Grade Step Progression

Grade LadderGSP North Customer Support

Legislative Data GroupGBI United States LDG

Not Processed5

Accepted

Rejected

View

Export

Accept

Reject

Name	Current Component Amount	Proposed Grade	Proposed Step	Proposed Component Amount	Salary Basis Type	Frequency	Progression Date	Salary Change Date	Status	Actions
Reynolds, Taylor	4,500.00 USD	Analyst 2	1	4,506.67 USD	Salary amount is determined by simple components.	MONTHLY	1/21/2021	1/21/2021	Not Processed	
Connor, Jay	3,466.67 USD	Analyst 1	3	4,290.00 USD	Salary amount is determined by simple components.	MONTHLY	1/21/2021	1/21/2021	Not Processed	
Olsen, Malcolm		Analyst 1	3		Salary amount is determined by user	MONTHLY	1/21/2021	1/21/2021	Not Processed	
Harris, Alex	3,466.67 USD	Analyst 1	2	3,900.00 USD	Salary amount is determined by simple components.	MONTHLY	1/21/2021	1/21/2021	Not Processed	
Prentiss, Parker	20.00 USD	Analyst 1	2	22.50 USD	Salary amount is determined by simple components.	HOURLY	1/21/2021	1/21/2021	Not Processed	

Columns Hidden11

Impact Analysis

Impact Level

Medium

Need to Enable

Yes

Configuration

Yes

Quick Win

No

Business Benefit:



This allows administrators to process statements for people without going to Administer Workers.

New columns added to grade step progression results page and transaction report

Details:

The component amount columns are used when the salary basis type is defined so that the amount is determined by simple components. If you don't use this type of salary basis, you won't need to configure the page to display the new columns. Because we now support two salary basis types in grade step progression processes, we added the Salary Basis Type Column.

Results

UpdatesErrors

Process ID 250814Errors 3

Process NameRun Grade Step Progression

Grade LadderGSP North Customer Support

Legislative Data GroupGBI United States LDG

ViewExport

Name	Current Grade	Current Step	Salary Basis Type	Current Salary	Current Component Amount	Frequency	Error Message
Parker, Joe	Analyst 1	1	Salary amount is determined by simple components.		20.00 USD	HOURLY	The salary can't be updated because the progression grade ladder rate component is optional. (CMP-1005784)
Myer, Kevin	Analyst 2	1	Salary amount is determined by simple components.		1,866.67 USD	MONTHLY	The salary can't be updated because the salary basis type is determined by simple components and doesn't have a progression grade ladder rate component. (CMP-1005771)
Mendoza, Jaime	Analyst 2	1	Salary amount is determined by incremental components	1,000.00 USD		HOURLY	The salary record won't be updated from the grade rate or step rate because the current salary basis uses components. (CMP-1005449)

Columns Hidden 1

Impact Analysis

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

Business Benefit:



With this enhancement, you improve troubleshooting of issues for people on the grade ladder who are assigned a salary basis that determines their salary with simple components.

Support for standard components in grade step progression batch processes

Details:

In 21A, we introduced a new salary basis type where the salary amount is determined by simple components. With this update, the batch processes Run Grade Step Progression and Synchronize Grade Step Rates are now supported for this type of salary basis. When you define your salary basis, set the Salary Basis Type to Salary amount is determined by simple components, and include a component with Type set to Progression grade ladder rate. The grade step progression batch processes will update the progression grade ladder rate component, rather than the total salary, when you use this salary basis type.

Edit Salary Basis: GSP Hourly Simple Components

Save

Save and Close

Cancel

*Name

GSP Hourly Simple Components

*Code

GSP_HOURLY_SIMPLE_COMPON

*Status

Active

*Legislative Data Group

GBI United States LDG

Salary Basis Properties

*Salary Basis Type

Salary amount is determined by simple components.

*Frequency

Hourly

*Annualization Factor

2,080.00

Decimal Place to Display

2

Rounding Rule for Calculated Component Values

Annualized Values Rounding Rule

Salary Range Violation Behavior

Warn

Components

Element Mapping

Salary Ranges

+ x

*Sequence	*Process Sequence	*Component	*Type	Component Percentage Applies To	*Affect on Overall Salary	*Optional	Default Value
1	1	Wage progression rate	Progression grade ladder rate		Add	No	
2	2	Special allowance	Fixed amount		Add	No	5.00
3	3	Overall salary	Overall salary		No effect	No	

Impact Analysis

Impact Level

Medium

Need to Enable

Yes

Configuration

Yes

Quick Win

No

Business Benefit:

With this enhancement, you improve troubleshooting of issues for people on the grade ladder who are assigned a salary basis that determines their salary with simple components.

Support for standard components in grade step progression batch processes

Details:

When the batch process completes, you can view the current and proposed amounts for a person on the Results page using the Review Proposed Progressions and Salary Updates task. We've added two new columns to the Results page: Current Component Amount, and Proposed Component Amount, as shown here. When salary amount is determined by simple components, you'll see the amounts in these new columns. When salary amount is determined by user, you'll see the amounts in the existing columns: Current Salary and Proposed Salary.

Edit Salary Basis: GSP Hourly Simple Components

*Name

GSP Hourly Simple Components

*Code

GSP_HOURLY_SIMPLE_COMPON

*Status

Active

*Legislative Data Group

GBI United States LDG

Salary Basis Properties

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Hourly

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2,080.00

Decimal Place to Display

2

Rounding Rule for Calculated Component Values

Annualized Values Rounding Rule

Salary Range Violation Behavior

Warn

Components

*Sequence	*Process Sequence	*Component	*Type	Component Percentage Applies To	*Affect on Overall Salary	*Optional	Default Value
1	1	Wage progression rate	Progression grade ladder rate		Add	No	
2	2	Special allowance	Fixed amount		Add	No	5.00
3	3	Overall salary	Overall salary		No effect	No	

Impact Analysis

Impact Level Medium

Need to Enable Yes

Configuration Yes

Quick Win No

Business Benefit:

Support for standard components in grade step progression batch processes

Details:

When the batch process completes, you can view the current and proposed amounts for a person on the Results page using the Review Proposed Progressions and Salary Updates task. We've added two new columns to the Results page: Current Component Amount, and Proposed Component Amount, as shown here. When salary amount is determined by simple components, you'll see the amounts in these new columns. When salary amount is determined by user, you'll see the amounts in the existing columns: Current Salary and Proposed Salary.

<

Results

Updates

Errors

Process ID

250202

Process Name

Run Grade Step Progression

Grade Ladder

GSP North Customer Support

Legislative Data Group

GBI United States LDG

Not Processed

5

Accepted

Rejected

View

Export

Accept

Reject

Name	Current Grade	Current Step	Current Salary	Current Component Amount	Proposed Grade	Proposed Step	Proposed Salary	Proposed Component Amount	Frequency	Progression Date	Salary Change Date	Status	Actions
Connor, Jay	Analyst 1	2		3,466.67 USD	Analyst 1	3		4,290.00 USD	MONTHLY	1/21/21	1/21/21	Not Processed	
Harris, Alex	Analyst 1	1		3,466.67 USD	Analyst 1	2		3,900.00 USD	MONTHLY	1/21/21	1/21/21	Not Processed	
Olsen, Malcolm	Analyst 1	2	3,900.00 USD		Analyst 1	3	4,290.00 USD		MONTHLY	1/21/21	1/21/21	Not Processed	
Prentiss, Parker	Analyst 1	1		20.00 USD	Analyst 1	2		22.50 USD	HOURLY	1/21/21	1/21/21	Not Processed	
Reynolds, Taylor	Analyst 1	2		4,500.00 USD	Analyst 2	1		4,506.67 USD	MONTHLY	1/21/21	1/21/21	Not Processed	

Rows Selected

1

Columns Hidden

8

Impact Analysis

Impact Level Medium

Need to Enable Yes

Configuration Yes

Quick Win No

Business Benefit:



Support for standard components in grade step progression batch processes

Details:

When you drill down on the person's name, you see the details for current and proposed component amounts, annual component amounts and annualized full-time component amounts, as shown here.

<

Details: Connor, Jay

Assignment Details

Name

Jay Connor

Assignment Number

E966169008890331

Position

Location

HCM-USLoc002-Pleasanton

FTE

1

Person Number

966169008890331

Job

Staff Nurse

Department

HCM-HCDept-05Healthcare

Manager

Mary Westland

Grade and Salary Details

Current Values

Progression Grade LadderGSP North Customer Support

Grade

Analyst 1

Step

2

Effective Start Date

1/3/20

Assignment Action

Hire

Assignment Action Reason

Component Amount

3,466.67 USD MONTHLY

Salary Basis

GSP Monthly Simple Components

Salary Start Date

1/3/20

Salary Action

Hire

Salary Action Reason

Annual Component Amount

41,600.04 USD

Annualized Full-Time Component Amount

41,600.04 USD

Proposed Values

Progression Grade LadderGSP North Customer Support

Grade

Analyst 1

Step

3

Effective Start Date

1/21/21

Assignment Action

Automated Grade Step Progression

Assignment Action Reason

Component Amount

4,290.00 USD MONTHLY

Salary Basis

GSP Monthly Simple Components

Salary Start Date

1/21/21

Salary Action

Automated Grade Step Progression

Salary Action Reason

Annual Component Amount

51,480.00 USD

Annualized Full-Time Component Amount

51,480.00 USD

Impact Analysis

Impact Level **Medium**

Need to Enable **Yes**

Configuration **Yes**

Quick Win **No**

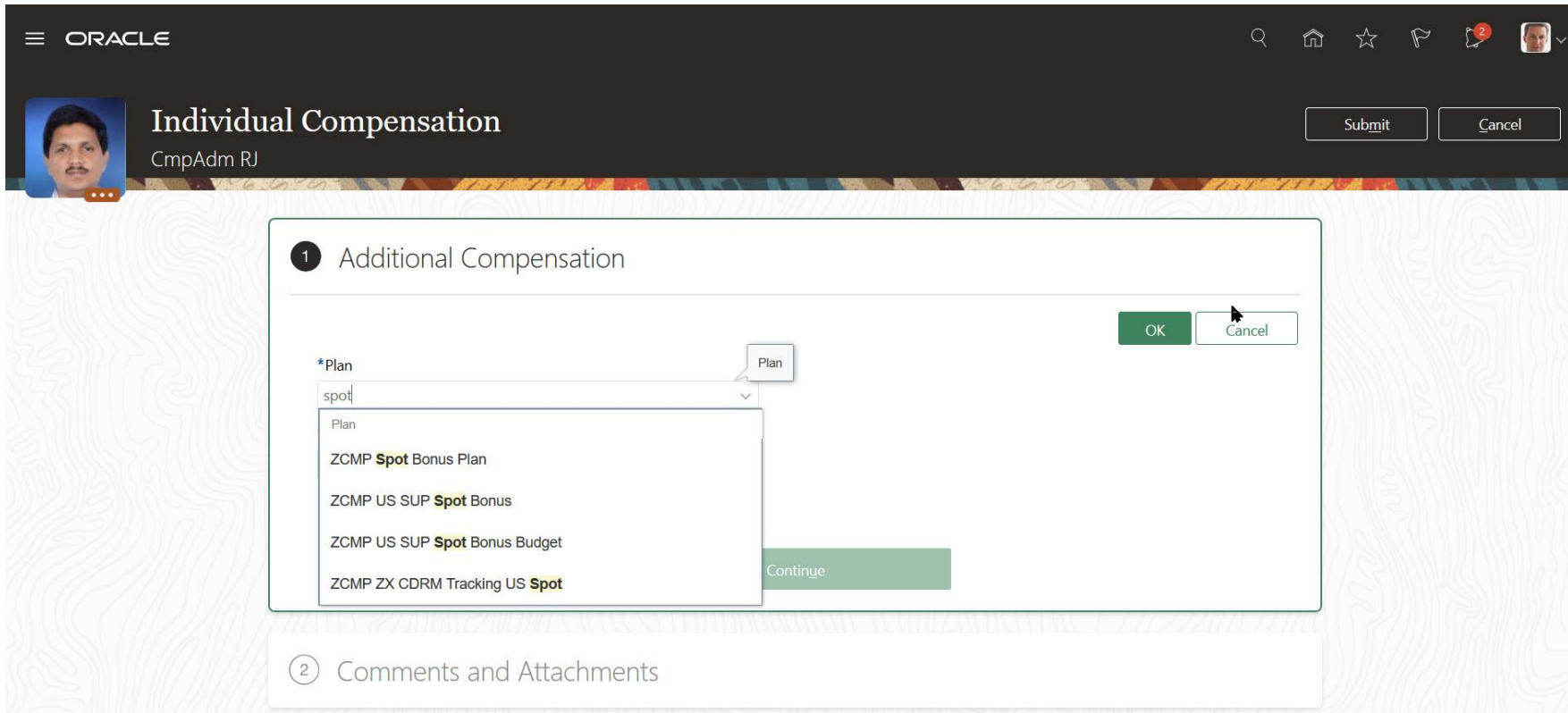
Business Benefit:



Client list of values for plan and option in individual compensation introduction

Details:

You can now get relevant plan and option suggestions as you start typing in the fields with choice lists. For example, you want to add the US Flexible Benefit Plan, so you type US. The list of values dynamically updates to show the plans with names that contain the characters you're typing.



The screenshot shows the Oracle Individual Compensation form. The header includes the Oracle logo, a user profile, and navigation icons. The main title is "Individual Compensation" with the user "CmpAdm RJ". Below the title are "Submit" and "Cancel" buttons. The form is divided into two sections: "1 Additional Compensation" and "2 Comments and Attachments". In the "1 Additional Compensation" section, there is a field labeled "*Plan" with a dropdown menu. The dropdown menu is open, showing a list of plans: "ZCMP Spot Bonus Plan", "ZCMP US SUP Spot Bonus", "ZCMP US SUP Spot Bonus Budget", and "ZCMP ZX CDRM Tracking US Spot". There are "OK" and "Cancel" buttons to the right of the dropdown, and a "Continue" button at the bottom right of the dropdown list.

Impact Analysis

Impact Level **MEDIUM**

Need to Enable **YES**

Configuration **YES**

Quick Win **NO**

Business Benefit:

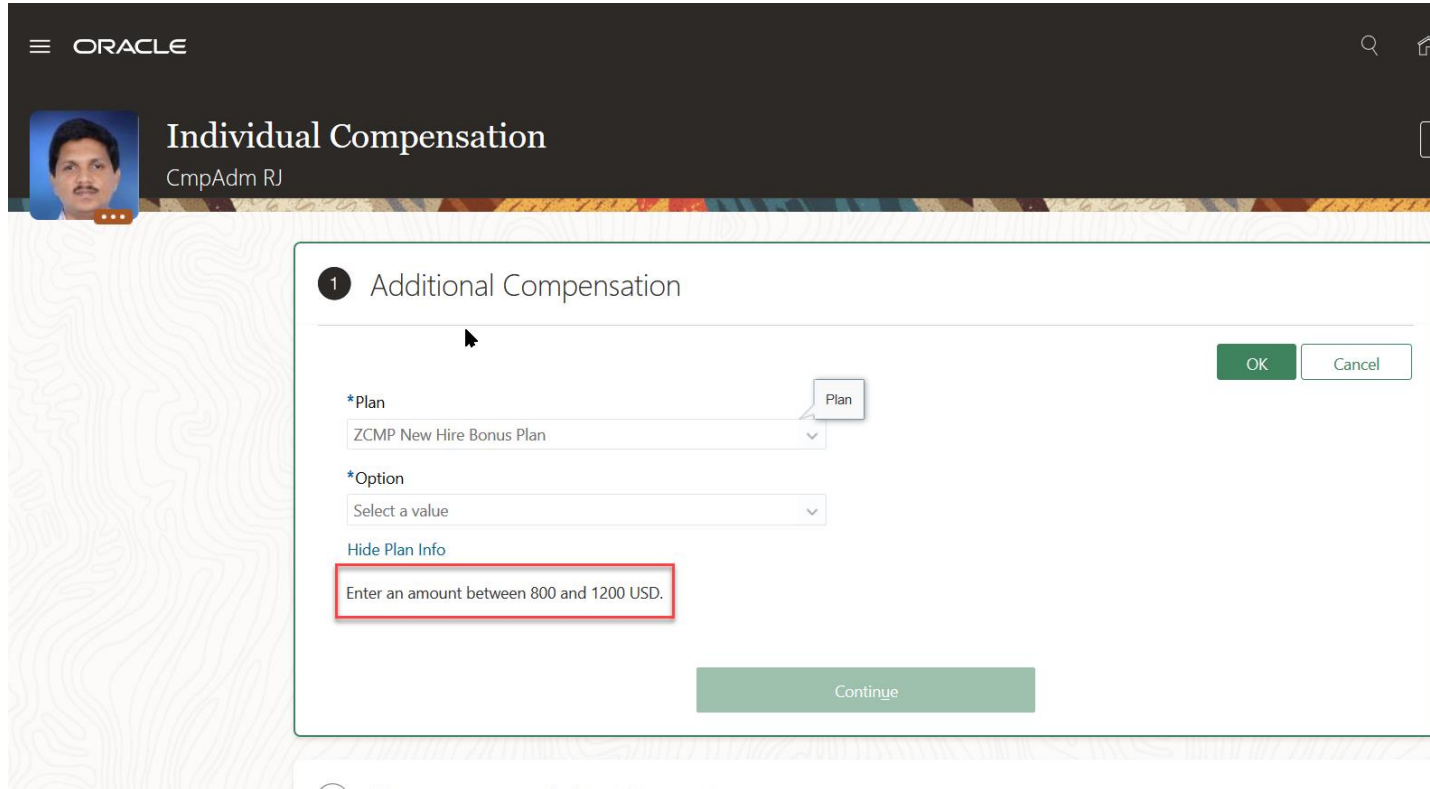


Improve people's productivity by enabling them to more quickly locate the appropriate plan and option.

Visibility of plan info introduction

Details:

You can now specify whether to show or hide individual compensation plan information, by default. People making individual compensation plan submissions or contributions can then hide or show the information as they want. The standard default setting hides the information.



The screenshot shows the Oracle Individual Compensation interface. The header includes the Oracle logo and the title 'Individual Compensation' with the user 'CmpAdm RJ'. The main section is titled '1 Additional Compensation'. It contains two dropdown menus: '*Plan' (selected: ZCMP New Hire Bonus Plan) and '*Option' (selected: Select a value). Below these is a link 'Hide Plan Info' which is highlighted with a red box. Underneath the link is a text input field with the placeholder text 'Enter an amount between 800 and 1200 USD.' and a red border. At the bottom right of the form are 'OK' and 'Cancel' buttons, and at the bottom center is a 'Continue' button.

Impact Analysis

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

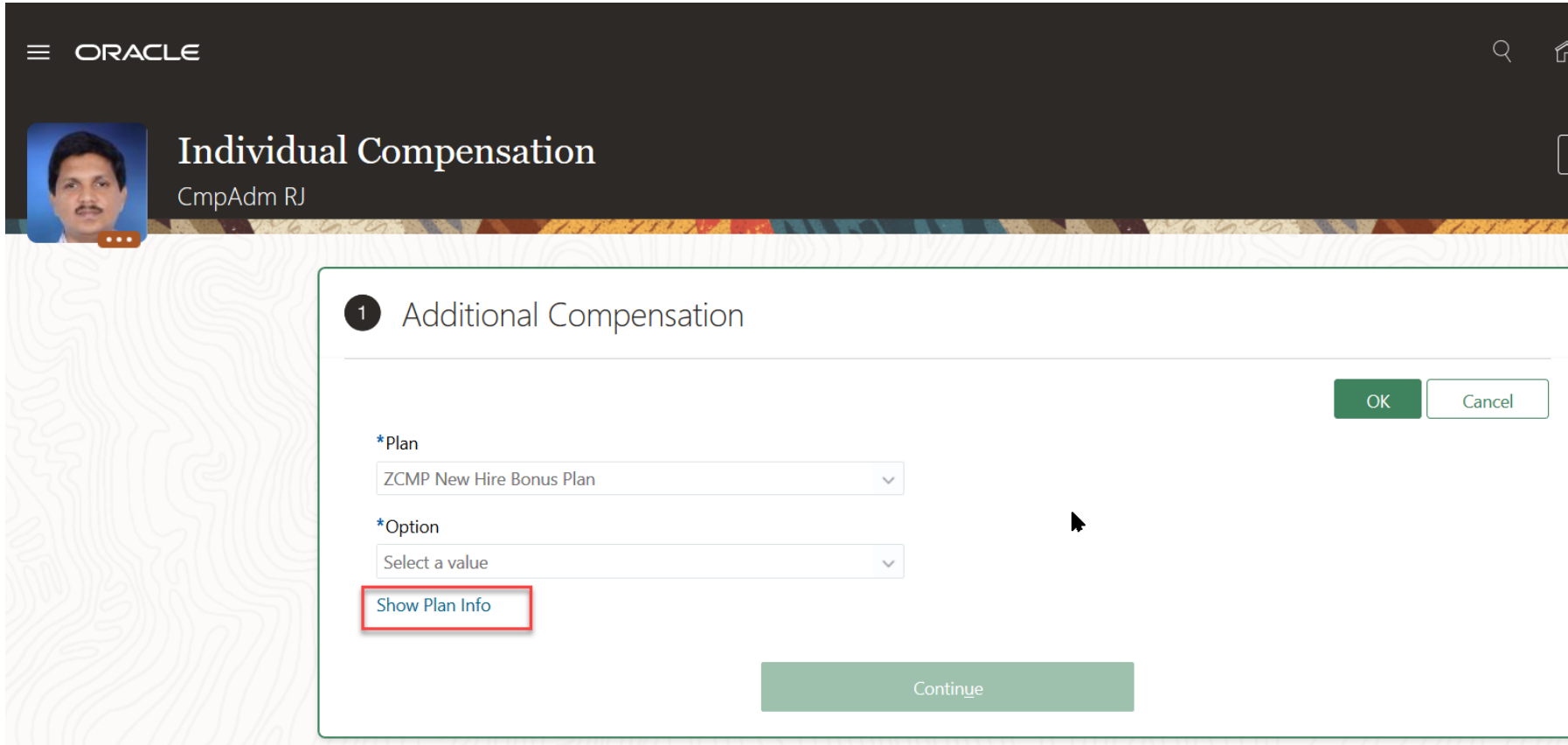
Business Benefit:



Visibility of plan info introduction

Details:

Plan Info That Appeared Immediately After You Selected a Plan



The screenshot shows the Oracle 'Individual Compensation' interface. A user profile for 'CmpAdm RJ' is visible. A modal dialog titled '1 Additional Compensation' is open. It contains two dropdown menus: '*Plan' with 'ZCMP New Hire Bonus Plan' selected, and '*Option' with 'Select a value' selected. A red box highlights the 'Show Plan Info' button. At the bottom of the dialog is a 'Continue' button. In the top right of the dialog are 'OK' and 'Cancel' buttons.

Impact Analysis

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

Business Benefit:



Improve productivity by immediately showing people important information.

Total compensation statement - new source type of salary standard components

Edit Category: Standard Components Detail

Reorder Components

Save

Save and Close

Cancel

*Category Name

Standard Components Detail

Category Type

Cash Compensation

Status Complete

Table

Graphs

Descriptive Text

Supplemental Information

☐ Do not display table

*Level of Detail

Viewers see all details

Details

Actions

View

Format

Add Subcategory

Add Items

Remove Row

Edit Column Properties

Freeze

Wrap

*Name	Description	Your Contribution	Company Contribution	Subcategory	Display Zero Row
Basic Salary			Standard Components Basi		
Housing Allowance			Standard Components Hou		
Special Allowance			Standard Components Spei		
Transportation Allowance			Standard Components Tran		
Variable Compensation			Standard Components Vari		

Edit Category: Standard Components Detail

Reorder Components

Save

Save and Close

Cancel

*Category Name

Standard Components Detail

Category Type

Cash Compensation

Status Complete

Table

Graphs

Descriptive Text

Supplemental Information

☐ Do not display table

*Level of Detail

Viewers see all details

Details

Actions

View

Format

Add Subcategory

Add Items

Remove Row

Edit Column Properties

Freeze

Wrap

*Name	Description	Your Contribution	Company Contribution	Subcategory	Display Zero Row
Basic Salary			Standard Components Basi		
Housing Allowance			Standard Components Hou		
Special Allowance			Standard Components Spei		
Transportation Allowance			Standard Components Tran		
Variable Compensation			Standard Components Vari		

Impact Analysis

Impact Level

Medium

Need to Enable

No

Configuration

No

Quick Win

No

Business Benefit:



Take advantage of the latest salary basis enhancement for standard components.

Total compensation statement - item tester enhancements

Details:

You can use the item tester to validate your expectations for compensation items, prior to generating statements. We enabled the item tester for benefit balances and element entries.

Edit Compensation Item: TCS Dev Medical ER

* Item Name

TCS Dev Medical ER

* Source Type

Element entry

* Legislative Data Group

GBI United States LDG

Details

* Payroll Element

TCS Dev Medical ER

* Input Value

Amount

Units

Money

* Type

Monetary

Currency

US Dollar

☐ Estimated amount

Test Element entry

Validate Element entry

Validation Option

Validate by period

Start Date

12/1/12

End Date

12/31/12

Sample Person

Tabby, Finley

Validate

Clear

Summary

Details

Elapsed Time in Seconds 0.02

Date	Legal Employer	Assignment	Value	Error
12/31/12	GBI HCM Widgets USA	ZCMP Manager	17	No error

Save and Close

Cancel

Impact Analysis

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

Business Benefit:





NEW FEATURES

OTBI Enhancements



Documents added during benefits enrollment

Details:

- Enhance your reporting on benefits enrollment of the workers to report on documents added during or outside of enrollment, for themselves, for contacts and beneficiaries through self-service. For example dependent certification, EOI, etc.
- The existing subject area Benefits - Action Items Real Time is enhanced with additional folders to report on the document details related to beneficiary, dependent, participant and also a folder that allows you to report on all the rejected documents. These documents could be reported by each plan and program names.

Subject Area	Folder	Sub Folder(s)
Benefits - Action Items Real Time	Certifications	<ul style="list-style-type: none">BeneficiaryDependentParticipantRejected Documents

Business Benefit:



Enhanced
Reporting

With this feature you will have enhanced reporting on benefits enrollments and with more attributes.

Impact Analysis

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

Document uploads in benefits setup

Details:

- The Benefits reporting has been enhanced as the data related to document uploads can be extracted through reporting under the Benefit Plan and Benefit Program folders that would consist of Plan Document Uploads and Program Document Uploads respectively.
- The Benefits - Setup Real Time is enhanced with the following folders.

Folder	Sub Folder
Benefit Plan	Plan Document Uploads
Benefit Program	Program Document Uploads

Business Benefit:



Improve your reporting on benefits setup data related to the document uploads that is part of the enrollment.

Impact Analysis

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

Innovation



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

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

Value Based Analytics

Preface



The Problem

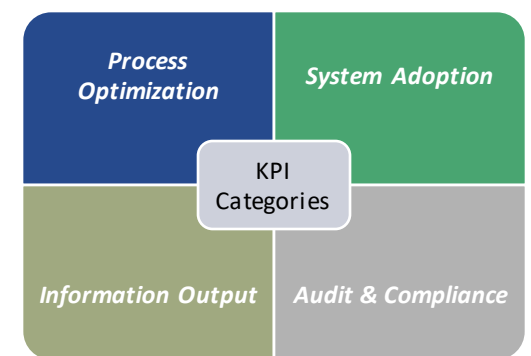
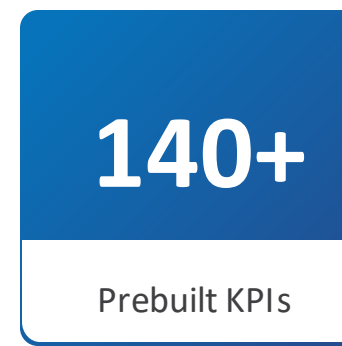
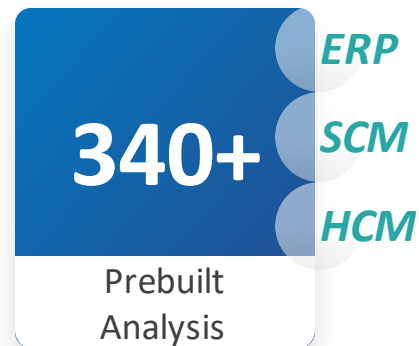
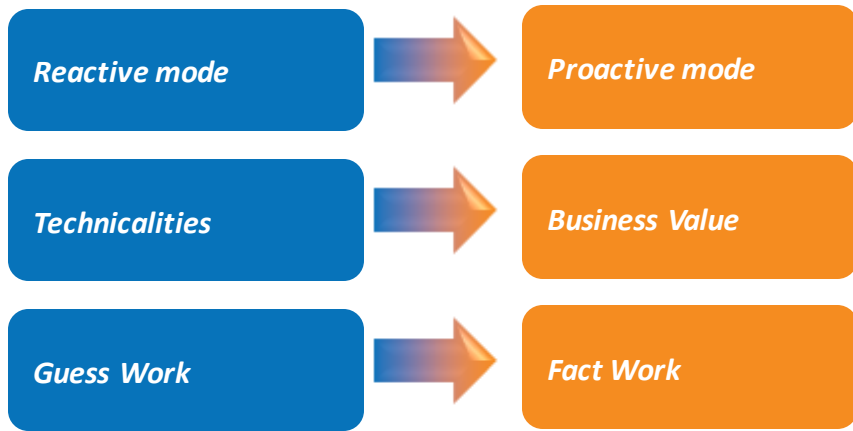
Organisation buys New System with a business benefit in mind but fail to measure it once the system is used.



The Solution

Value Based Analytics™ 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

Alerts

Home

Catalog

Favorites

Dashboards

New

Open

Signed In As Tarun Nahata



Direction to Better Solution

Search

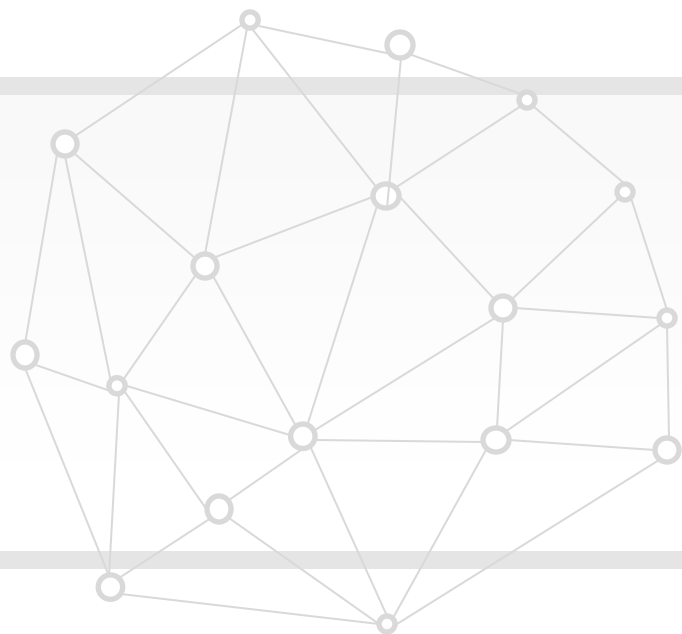
Release Detail

Documents

Report an issue

Feedback





Closing

Q&A


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

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

Closing Note

1. What happens next?
 1. Presentation
 2. Session Recording
2. Feedback Form
3. Speak with your Project Manager or 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




LIVE WEBINAR

Finance

Recording available

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




LIVE WEBINAR

Global Human Resource

Recording available

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




LIVE WEBINAR

Talent Management

Recording available

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



LIVE WEBINAR

Benefits & Compensation

Recording available

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




LIVE WEBINAR

Supply Chain Management

[Register Now](#)

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



LIVE WEBINAR

HR Helpdesk & ORC

[Register Now](#)

28 April, 2021
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10:00 AM EST



LIVE WEBINAR

**Workforce Management
& Global Payroll**

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is here to
help you!



It is always best to clear your doubts

Thank You!

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