

Evosys • Live

Advisory Webinar

20D – Benefits, Compensation and Workforce Management

Empowering you for the next update

Host:

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Human Capital Management



Oracle's Global
Partner of Year

(2017, 2019)

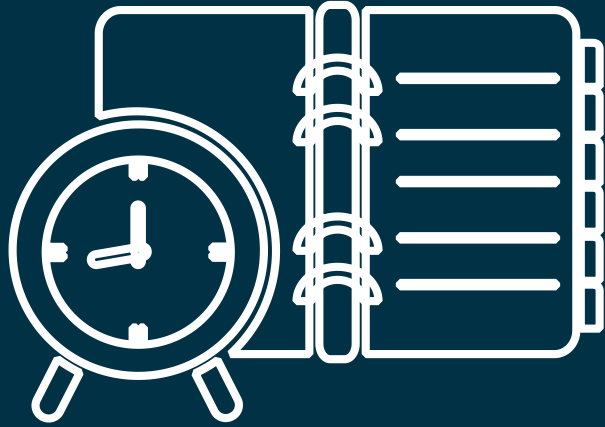
Featured in Gartner MQ
for Oracle Cloud

(2019, 2020)



Realize the true potential of Oracle Cloud transformation...

AGENDA



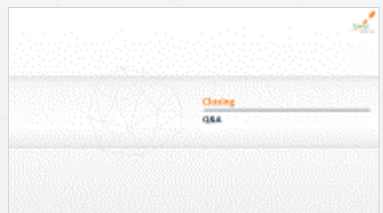
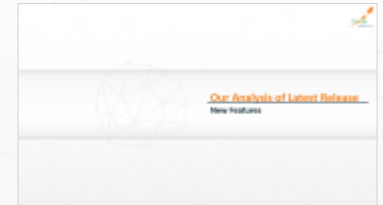
Our Approach to Oracle Update

Our Analysis of Latest Release

- New Features
- Known Issues (If any)

Next Generation Managed Service

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.

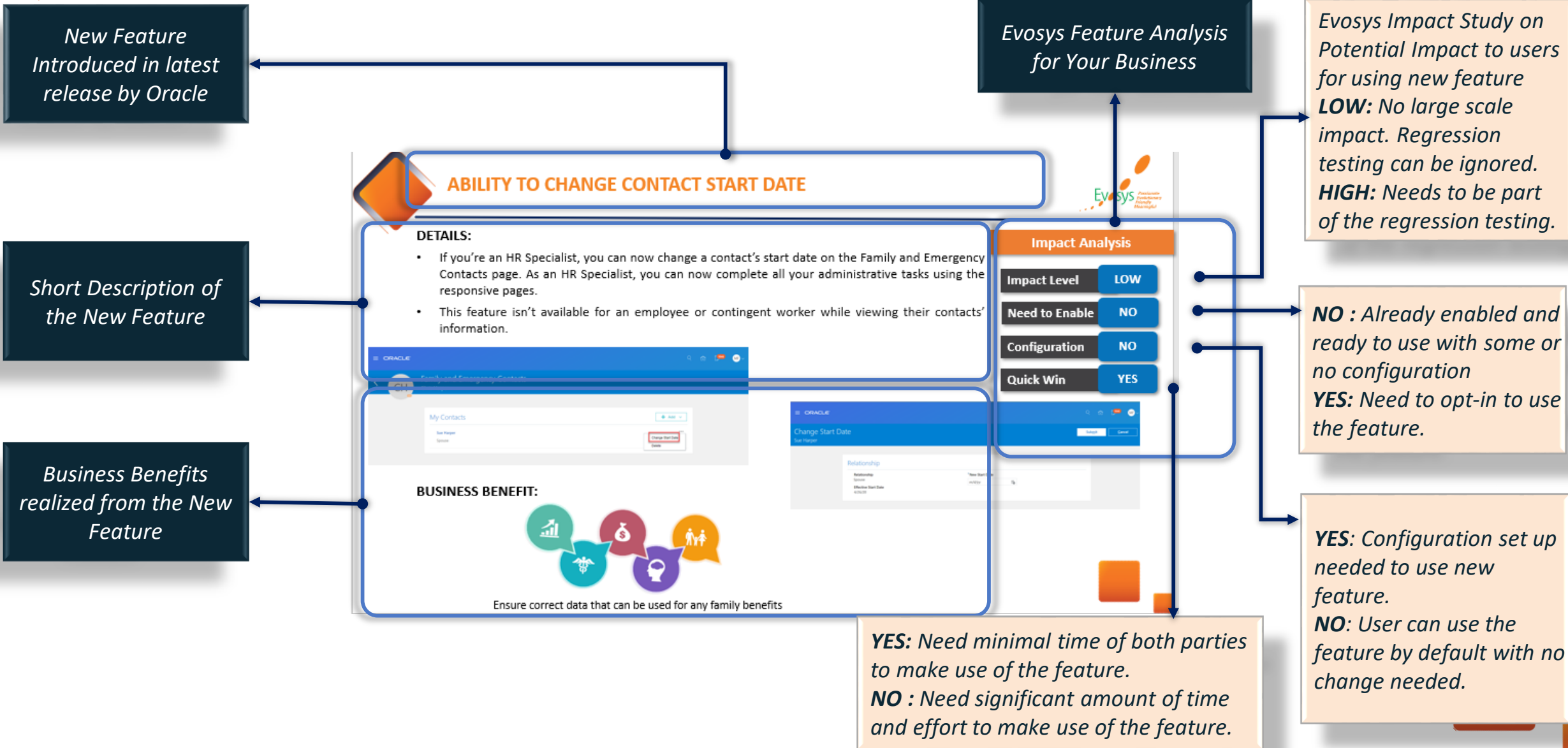
Launch

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





How to read each Feature Summary?

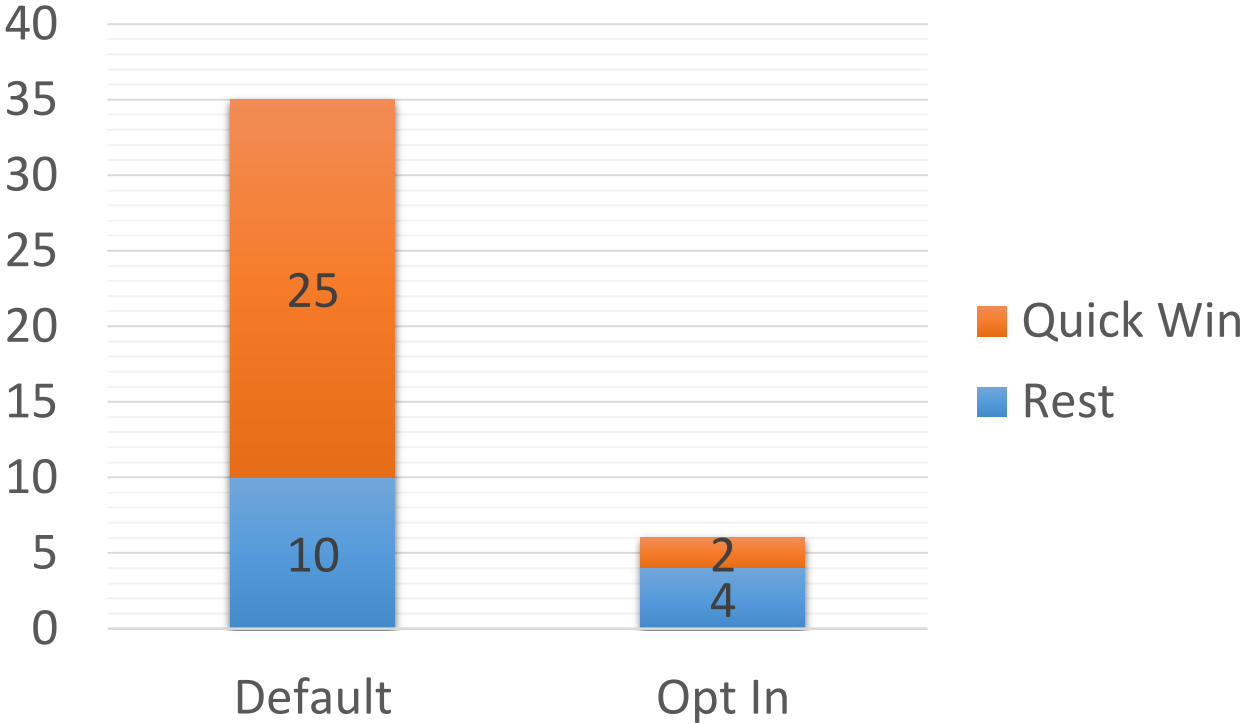




Our Analysis of Latest Release New Features



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



KNOWN ISSUES 



REPLACED OR REMOVED FEATURES 



NEW FEATURES

QUICK WINS – Default with NO Configuration



INTEGRATION WITH THIRD-PARTY CALENDARS

DETAILS:

- You can now use your personal third party calendar clients to process and add absence entries to your calendar.

Absence Request Details

Absence Type	ANC_TYPE DURATION
Absence Reason	BAT_ANC_Reason
Start Date	8/21/20 11:00
End Date	8/21/20 16:00
Duration	6 Hours
Condition Start Date	
Comments	

Descriptive Information

Pandemic	
ANC_ZBEN_US_PHONE_NUM	
Context	US
ANC_ZBEN_US_LOCATION	

Approval History

✓ Approved by Sarah Wolf	8/18/20 8:47 AM
↑ Submitted by Anna Paul	8/18/20 8:46 AM
Add to calendar.ics	

- When a person is notified about an absence, the notification carries an .ics file as an attachment.
- This is a calendar file that follows the global standards.
- This .ics calendar file can be downloaded by anyone who gets the absence notification. It can be added to third party calendar clients like Microsoft Outlook.

BUSINESS BENEFIT:



Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**





KEYWORD SEARCH ADDED TO EXISTING ABSENCE

DETAILS:

- You can enter keywords for absence type or status in the search box provided and filter absence records.

Absences

+ Add

Last 12 months

Search type or Status...

Sort

Type

Vacation: 8.00 Hours

08/10/2019 09:00 AM - 08/10/2019 05:00 PM

Vision Cooperation

Approved

Vacation: 8.00 Hours

09/10/2019 09:00 AM - 09/10/2019 05:00 PM

Vision Consulting

Rejected

Sick: 16.00 Hours

04/20/2019 09:00 AM - 04/21/2019 05:00 PM

Vision Consulting

Approved

Impact Analysis

Impact Level

LOW

Need to Enable

NO

Configuration

NO

Quick Win

YES

BUSINESS BENEFIT:



Finding specific absence records faster.





MORE IMPROVEMENTS IN ACCRUAL PLAN ENROLLMENT AND PLAN BALANCE COPY DURING LOCAL AND GLOBAL INDIVIDUAL AND MASS TRANSFERS

Impact Analysis

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

DETAILS:

- The process of local and global transfers now includes automation of accrual plan enrollment and copying of plan balances for accrual plans with vesting period, waiting period, rollover and/or disbursement options enabled.
- This is part of the phased delivery of global and local transfer automation across multiple releases.

BUSINESS BENEFIT:



Automation





VERRIDE PAYMENT PERCENTAGE ACTION HAS BEEN REMOVED

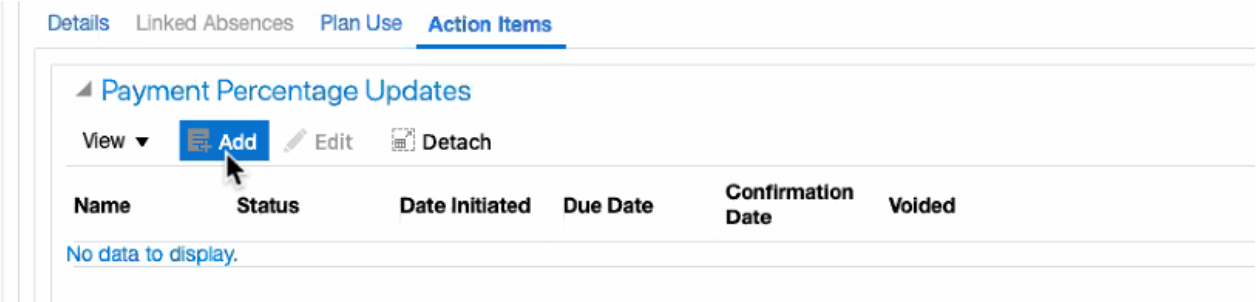


Impact Analysis

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

DETAILS:

- The Override Payment Percentage action has been removed in Update 20C and is no longer available.
- You can now override the payment bands using absence certifications, which gives you a better way to control how the person is paid through the duration of the absence.



BUSINESS BENEFIT:

Better
CONTROL





MULTI-ASSIGNMENT ENHANCEMENT - ENHANCED HANDLING OF ASSIGNMENT CHANGE PROCESSES

DETAILS:

- The absence processing has been enhanced to address any impact on existing absences when an employee's assignment is ended or a new assignment is added to the employee.
- You can run the Evaluate Absences batch job to reevaluate absence records when there are changes to employee's assignments.

Impact Analysis

Impact Level

LOW

Need to Enable

NO

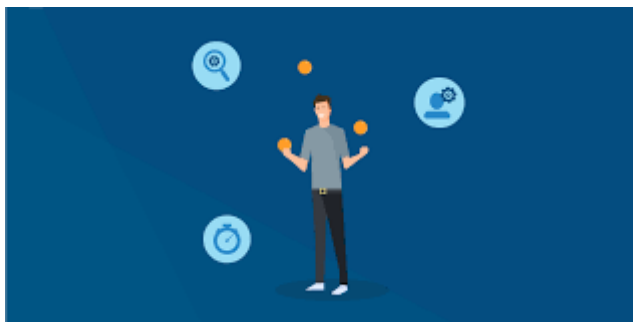
Configuration

NO

Quick Win

YES

BUSINESS BENEFIT:





MULTI-ASSIGNMENT ENHANCEMENT - OVERLAP CHECKS LIMITED TO THE SAME ASSIGNMENT

DETAILS:

- You can now record an absence that overlaps with an existing absence as long as their respective assignments are different.
- The application will not look for overlaps occurring across two different assignments

Absences

+ Add

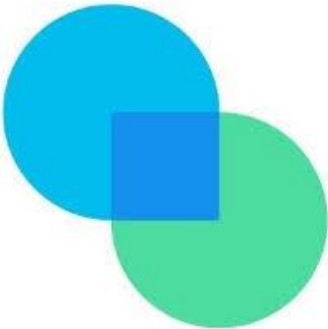
Last 6 months

scheduled

Sort By Date

#ARK_Qual_Pay: 8.00 Hours	Scheduled	
8/18/20 - 8/18/20		
WFMTL Analyst		
VISION_GHR_2TMA		
#ARK_Qual_Pay: 9.00 Hours	Scheduled	
8/18/20 - 8/18/20		
WFMTL Project Leader		
VISION_GHR_2TMA		

BUSINESS BENEFIT:



Overlap checks are limited to the same assignment.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**





MULTI-ASSIGNMENT SUPPORT FOR CASH DISBURSEMENTS AND DONATIONS

DETAILS:

- Employees and managers can now request cash disbursements or initiate donation from plan enrollments belonging to any assignment.
- Previously, employees with multiple assignments could use only the plan enrollments belonging to the primary assignment for cash disbursements and donations.

Details

*Date

8/11/20

*Business Title

Select a value

*Plan

Select a value

Balance

*Disbursement Amount

My Team

Overview

Search Person

Show Filters

Actions

View By Assignment

Sort By Name ascending

Workers

Anita Benson

WFMTLAsgName010

Aretha Blige

WFMTLAsgName013

Lilly Evans

WFMTLAsgName014

Anna Folks

WFMTLAsgName006

George Gaye

WFMTLAsgName009

Absence Balance

Add Absence

Add Anytime Document

Add Assignment

Add Development Goal

Add to Succession Plan

Additional Assignment Info

Allocate Checklists

Cash Disbursements

Change Legal Employer

Impact Analysis	
Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

BUSINESS BENEFIT:

Better
CONTROL





MULTI-ASSIGNMENT ENHANCEMENT - ENHANCED BALANCE TRANSFER PAGE

DETAILS:

- Administrators can now initiate balance transfer for employees with multiple assignments from plan enrollment of one assignment to plan enrollment belonging to another assignment

Dates 9/7/20 - 9/7/20

Transfer Balance

Source Plan 00_MA_FRONT_PLAN

* Transfer from Source Date 8/27/20

Balance 74.00 Days

* Transfer to Target Date 8/27/20

* Target Plan

Target Plan UOM

* Conversion Factor

* Amount

I@#_MK_ACCRUAL_HOURS-Senior Applications Developer

I@#_MK_ACCRUAL_HOURS-Senior Product Manager

I@#_MK_ACCRUAL_HOURS-Applications Developer

00_MA_DON_PLAN-Senior Product Manager

00_MA_FRONT_HOURS-Senior Applications Developer

00_MA_FRONT_HOURS-Senior Product Manager

00_MA_FRONT_HOURS-Applications Developer

00_MA_FRONT_PLAN-Applications Developer

00_MA_FRONT_PLAN-Senior Product Manager

Detach

Accrual Plan Balance : 00_MA_FRONT_PLAN

Balance Calculation Date 8/31/20

Plan Period Start Date 1/1/20

Balance 73.00 Days

Summary Details

Date	Type	Days	Status	Additional Information
8/27/20	Transfer	-1.00	Projected	Target plan : 00_MA_FRONT_PLAN - Applications Developer
7/13/20	Absence	-1.00		
1/1/20	Annual ...	75.00	Projected	

OK

Impact Analysis

Impact Level

LOW

Need to Enable

NO

Configuration

NO

Quick Win

YES

BUSINESS BENEFIT:





PERSON SEARCH PERFORMANCE ENHANCEMENTS



DETAILS:

- Search features were enhanced for the Resolve All Exceptions by Worker page and Create Time Card dialog box in the Time Management work

By default, the Create Time Card dialog box now includes the Person Number field.

Impact Analysis

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

BUSINESS BENEFIT:





WORK DAY DEFINITION ENHANCEMENTS

DETAILS:

- If you have groups of people whose time entries span midnight, you configure work day definitions that identify their earned dates.
- The processes to generate time cards, time entries and to copy time cards now create the time entries in the time card period that contains the earned date according to the worker work day definition.

BUSINESS BENEFIT:



Impact Analysis

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





ENHANCEMENT TO BENEFITS SERVICE CENTER, ELEMENT INFORMATION



DETAILS:

- You can now review rates and element entry values of participants using the new View Payroll Info option in Benefits Service Center.
- Previously, this option was available only in the classic pages. Now it's available in the responsive pages as well.

Basic Information

Element Name

ZBEN_RCP_MED_EO_ELE

Element Processing Type

Recurring

Element Classification

Standard Earnings

Payroll Relationship

300100010469439

Entry Values

Start and End Dates

1/1/15 - Ongoing

Amount

100.00

Other Details

Entry Type

Element Entry

Retroactive entry

—

Creator Type

Benefits

Automatic entry

No

Processed

Sequence Number

1

History

ZBEN_RCP_MED_EO_ELE

Updated On 8/6/20 2:03 PM Updated By ZBEN_AP_USER

Reason

Impact Analysis

Impact Level

LOW

Need to Enable

NO

Configuration

NO

Quick Win

YES

BUSINESS BENEFIT:



This helps you easily explain participants how their benefits show up on their paycheck and answer other related questions.





CONSOLIDATED EMPLOYMENT BARGAINING ELIGIBILITY ON ONE TAB



DETAILS:

- The Bargaining Unit and Labor Union Member subtabs are now moved under the Labor Relations tab from the Employment tab. You can now use the Labor Relations tab to create eligibility criteria based on employment bargaining.

Eligibility Criteria ⓘ

Personal Employment Derived Factors Other Related Coverage **Labor Relations**

Bargaining Unit Labor Union Member Union Collective Agreement

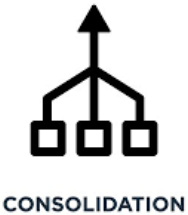
View + ✕ Delete Detach

*Sequence	*Bargaining Unit	Exclude	Start Date	End Date
No data to display.				

Impact Analysis

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

BUSINESS BENEFIT:



This enhancement consolidates related tasks in one place and enables administrators to manage eligibility criteria on employment bargaining in a single tab.





ENHANCED BENEFITS HEALTH CHECK DIAGNOSTIC REPORT

DETAILS:

- Here are new sections added to the Benefits Health Check Diagnostic report. These sections list data only for people who have life events in **Started** status.

Section	Details
Persons with incorrect beneficiary percentages in HDL Format	Lists the beneficiaries whose percentage amount doesn't add up to 100 percent.
Persons with contingent beneficiary but no primary beneficiary in HDL Format	Lists the people who have a contingent beneficiary but no primary beneficiary.

- You can copy the data listed in these sections to a .dat file and upload using HDL after correcting the percentages or changing contingent beneficiary to primary beneficiary.

BUSINESS BENEFIT:



Help you easily and efficiently identify and correct the allocation of beneficiary percentages and contingent beneficiaries with no primary beneficiary.

Impact Analysis

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





COMMENTS AND ATTACHMENT SECTION INTRODUCTION IN SALARY HISTORY

DETAILS:

- You can now include comments and attachments when you submit a Salary History action.
- For example, you want to let the approver know that your changes are because of a salary structure reorganization. So, you attach the relevant communication for the approver to reference.

The screenshot shows the Oracle Salary History form for James RJ. The form includes a 'Salary History' section with a table showing salary details. Below this is a 'Comments and Attachments' section, which is highlighted with a red box. This section contains a 'Comments' text area with the text 'Correcting the hire salary' and an 'Attachments' section with a file upload area and a list of attached files: 'Correction.txt', 'Miscellaneous', and 'Correction.txt (0 B)'. The form also has 'Submit' and 'Cancel' buttons at the top right.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

BUSINESS BENEFIT:





LAUNCH SYNCHRONIZE HIERARCHY PROCESS AS A PART OF THE START WORKFORCE COMPENSATION PLAN PROCESS

DETAILS:

- You can now launch the Synchronize Hierarchy batch process to populate the OTBI hierarchy tables when you start your workforce compensation plan.
- Previously, you had to run this process separately after the start process completed.

Name

Start Workforce Compensation Cycle

Description

Builds manager worksheets with eligible workers...

Schedule

As soon as possible

Submission Notes

☐ Notify me when this process ends

Basic Options

Parameters

*Plan

▼

*Cycle

▼

Status

▼

☐ Trial run

☐ Include trace statements in log file

☐ Launch Synchronize Hierarchy process once this process is complete

Population Filters

Impact Analysis	
Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

BUSINESS BENEFIT:





SUPPLY VESTING DATE FOR STOCK WHEN TRANSFERRING DATA TO HR

DETAILS:

- You can now supply a vesting date when you transfer stock values back into HR.
- Previously, this option was not available.

BUSINESS BENEFIT:



Administrators can apply the vesting date immediately when they transfer stock, instead of having to update the stock tables at a later date.

Transfer Workforce Compensation Data to HR: Stock Details ?

Plan: Global Compensation Plan - 2020

☐ Record grant in the stock details table

* Worksheet Column Containing Shares Granted

* Grant Date

Grant Price

Grant ID

* Grant Type

Grant Name

Grant Number

Trading Symbol

Grant Reason

Class

Expiration Date

Other Worker Information

Vest Date

Shares That Immediately Vest %

Vesting Calculation Rounding

Impact Analysis

Impact Level

LOW

Need to Enable

NO

Configuration

NO

Quick Win

YES





UPDATED LINK IN WORKFORCE COMPENSATION NOTIFICATIONS

DETAILS:

- The "Access this task in Worklist" link is replaced with a link to the Workforce Compensation landing page

Subject: Action Required: Approval of II R REPROCESS TEST Worksheet for CmpAdm RJ

To: [Redacted]

Workers Promoted	Employees	Employees Pct
Promoted	0	0
Not Promoted	19	100

Related Links

[Workforce Compensation](#)

Comments

Approve

Reject

Impact Analysis

Impact Level

LOW

Need to Enable

NO

Configuration

NO

Quick Win

YES

BUSINESS BENEFIT:





USE ASSIGNMENT SEGMENTS TO DISPLAY PRORATED DATA IN THE WORKSHEET

DETAILS:

- You can now show prorated data using Assignment Segments, reducing confusion and freeing up worksheet columns.
- Now, you can load the data into External Data, configure the plan, and show the data for the managers to use.

Assignment Segments: CmpManager, Sarah

Start Date	End Date	Currency Code	Salary	Days Eligible	Pro-ration Factor	Eligible Earnings	Target %	Target Amount	AT%	Payout Amount
1/1/19	3/14/19	USD	75000	73.00	0.20	15000.00	0.15	2250.00	1.10	2475.00
3/15/19	12/31/19	USD	82500	292.00	0.80	66000.00	0.20	13200.00	1.10	14520.00
										16995.00

Refresh Options

- ☐ Full refresh
- ☐ Refresh HR data
- ☐ Refresh base and eligible salary
- ☐ Refresh column defaults
- ☒ Refresh assignment segments data
- ☐ Refresh primary manager hierarchy
- ☐ Refresh secondary manager hierarchy
- ☐ Refresh other reviewer hierarchy
- ☐ Reevaluate eligibility
- ☒ Reevaluate assignment segment eligibility
- ☐ Reevaluate limited eligibility
- ☐ Refresh due dates
- ☒ Refresh dynamic columns for assignment segments
- ☐ Refresh dynamic columns and alerts
- ☐ Refresh predefined alerts
- ☐ Refresh summary totals
- ☐ Refresh terminated worker data using process date
- ☐ Refresh active plan data
- ☐ Refresh currency conversion rates
- ☐ Lock worksheet while the process runs

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

BUSINESS BENEFIT:





ADDITIONAL SEARCH OPTIONS IN GRADE STEP PROGRESSION REVIEW PAGE

DETAILS:

- You can now use search operators for the Process ID, Grade Ladder Group, Grade Ladder, and Process Name attributes on the Review Proposed Progressions and Salary Updates page.

<

Review Proposed Progressions and Salary Updates @

Search

Process ID

Less than or equal to

62886

Grade Ladder Group

Is blank

Grade Ladder

Contains

GSP

Process Name

Does not equal

Synchronize Grade Step

Submission Time

Between

7/12/20 7:23 PM

7/13/20 7:23 PM

Errors

Less than

5

Saved Search

Search

Reset

Save...

Search Results

Sort By

Submission date - desc

62886 - Run Grade Step Progression Submitted on 2020-07-13 19:22:14.0 by HCM_USER2	Grade Ladder - GSP Midwest Customer Support Grade Ladder Group - Legislative Data Group - GBI United States LDG	Not Processed 3 Accepted Rejected Errors 0	Delete
62884 - Run Grade Step Progression Submitted on 2020-07-13 19:21:59.0 by HCM_USER2	Grade Ladder - GSP Staff Grade Ladder Group - Legislative Data Group - GBI United States LDG	Not Processed 5 Accepted Rejected Errors 0	Delete
62836 - Run Grade Step Progression Submitted on 2020-07-13 19:15:44.0 by HCM_USER2	Grade Ladder - GSP Nurses Grade Ladder Group - Legislative Data Group - GBI United States LDG	Not Processed 9 Accepted Rejected Errors 3	Delete

Impact Analysis

Impact Level

LOW

Need to Enable

NO

Configuration

NO

Quick Win

YES

BUSINESS BENEFIT:

Quick
Access™





TOTAL COMPENSATION - MONITOR PROCESS LOGS

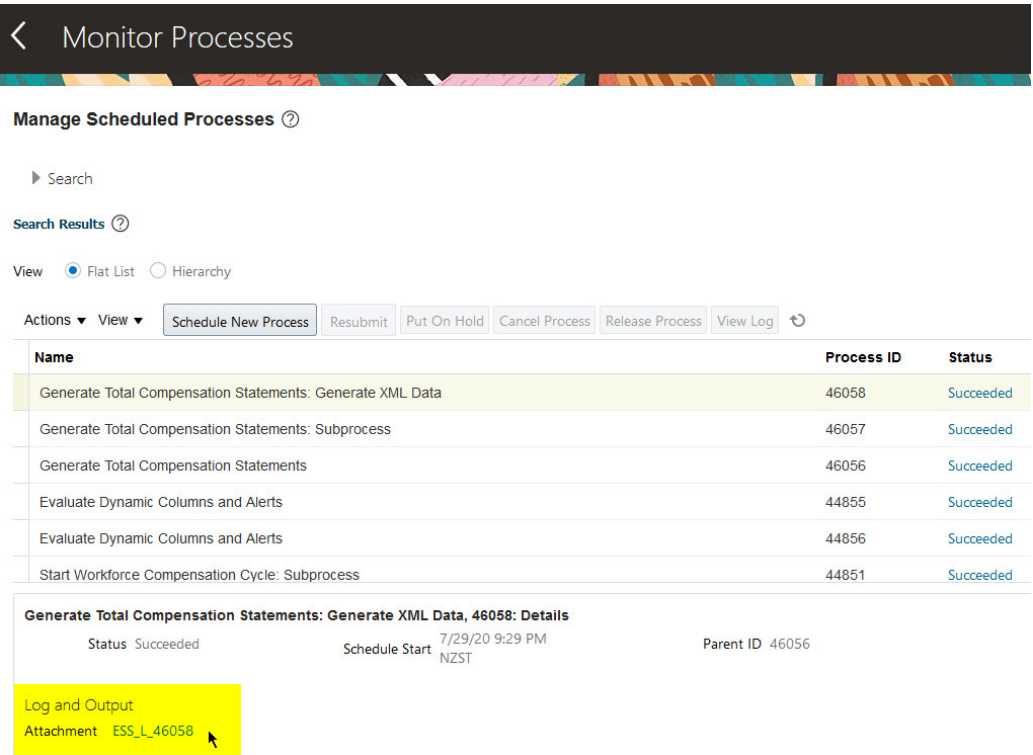
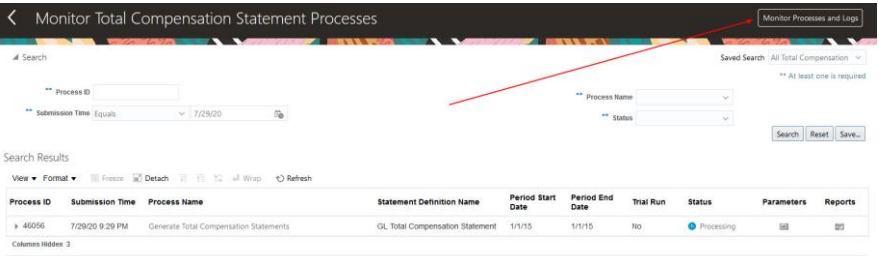


DETAILS:

- You can now see process logs from Monitor Process in Total Compensation.
- Previously it was only possible to see the logs from the central Process Monitor.

Impact Analysis

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



BUSINESS BENEFIT:





TOTAL COMPENSATION - PRINTABLE STATEMENT TEMPLATES

DETAILS:

- You can now maintain and upload your printable statement template from within the total compensation work area.
- Previously it was necessary to navigate to the catalog in business intelligence to manage your template.

Printable Statement Templates Save Save and Close Cancel

◀ User-Defined Template

View ▾ ✕ Upload

File Name	Download	Preview
No data to display.		

◀ Predefined Template

File Name	Version	Download	Preview
CMS_PRNTSTMT.rtf	20D V1		

BUSINESS BENEFIT:



Impact Analysis

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





NEW FEATURES

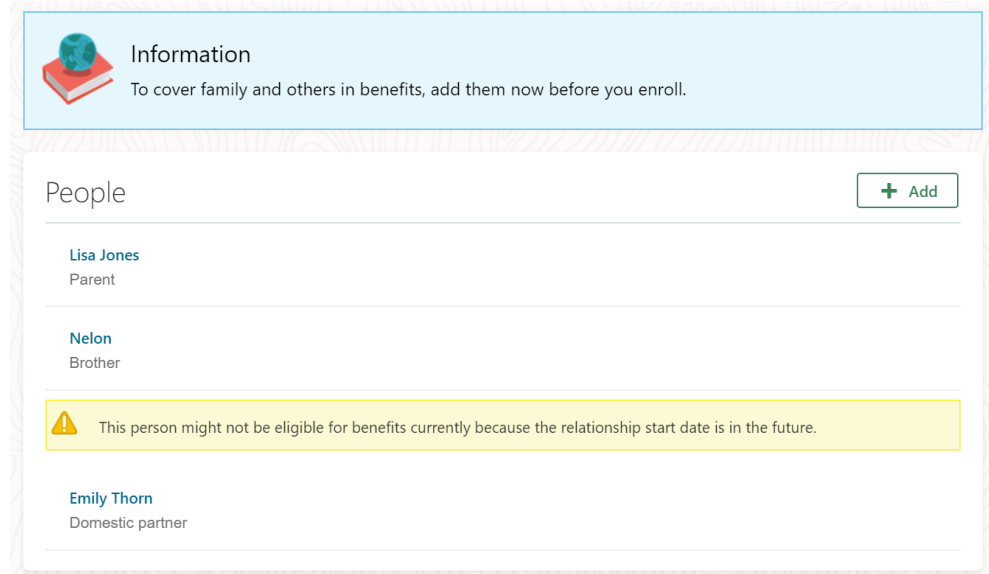
QUICK WINS – Default with YES Configuration



FUTURE-DATED CONTACTS APPEAR IN THE PEOPLE TO COVER PAGE

DETAILS:

- Future-dated contacts now appear in the People to Cover page.
- When participants add future-dated contacts, they can see a banner that states that although they've created the contact, they might not be eligible for enrollment. The message makes it clear that the contact won't appear on the enrollment pages, under the Dependents and Beneficiaries section.
- Participants can update the future-dated contact's details in the People to Cover page, which they couldn't do in the past.



The screenshot shows the 'People to Cover' page. At the top, there is an 'Information' banner with a globe icon and text: 'To cover family and others in benefits, add them now before you enroll.' Below this is a list of people: Lisa Jones (Parent), Nelon (Brother), and Emily Thorn (Domestic partner). A yellow warning banner states: 'This person might not be eligible for benefits currently because the relationship start date is in the future.' There is a '+ Add' button in the top right corner of the list.

Impact Analysis

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

BUSINESS BENEFIT:



Clarity on future-dated contact's details





MANAGE RATE OR COVERAGE START DATES

DETAILS:

- You can now change the effective start date of standard rates or coverages to a date in the past.
- You need to enter a date that's before the current effective start date of the rate or coverage. Depending on their validity as of the new effective start date, the change reflects in all of the linked variable rates and variable coverage profiles

Edit Rates Child Life Insurance: 10: OIPL: Employee...

SaveSave and CloseCancel

*Session Effective Date 8/6/20

Rate Details

Effective Start Date1/1/00

Rate NameChild Life Insurance: 10: OIPL: Employee Rate

Plan NameChild Life Insurance

OptionChild Cover Amount

Restrict Rate on Program

StatusActive

Rate UsageStandard

Rate LevelLegal Entity

Effective End Date

Defined Rate Frequency

Communicated Rate

Frequency

Legal Employer

Rate Display TypePrimary

Short Name

Short Code

Update

Correct

Change Effective Start Date

History

Discard Changes

Payroll Information ⓘ

Activity TypeEmployee payroll distribution

Unit of Measure

— Element and input values required

✓ Assign on enrollment

Tax Type CodePretax

Parent or Child Rate Type

Payroll Element

Element Input Value

Edit Rates Child Life Insurance: 10: OIPL: Employee...

SaveSave and CloseCancel

*Session Effective Date 8/6/20

Rate Details

Effective Start Date1/1/00

Rate NameChild Life Insurance: 10: OIPL: Employee Rate

Plan NameChild Life Insurance

OptionChild Cover Amount

Restrict Rate on Program

StatusActive

Rate UsageStandard

Rate LevelLegal Entity

Frequency

ed Rate

quency

quency

employer

Rate Display TypePrimary

Short Name

Short Code

Change Effective Start Date

* Select Date m/d/yyyy

SaveCancel

Enter a date on or before 12/31/99.

Enter a date that is before the current effective date of this object. Dates of any linked variable rates or variable coverages will be set to the new date.

Payroll Information ⓘ

Activity TypeEmployee payroll distribution

Unit of Measure

— Element and input values required

✓ Assign on enrollment

Tax Type CodePretax

Parent or Child Rate Type

Payroll Element

Element Input Value

Impact Analysis

Impact Level

LOW

Need to Enable

NO

Configuration

YES

Quick Win

YES

BUSINESS BENEFIT:



You can now correct the effective start dates of rate or coverage from the Rates and Coverages page without having to run a spreadsheet.





ASSIGNMENT-LEVEL SECURITY IN SALARY AND INDIVIDUAL COMPENSATION

DETAILS:

- You can now secure salary and individual compensation data access by assignment.
- The Change Salary, Salary History, Individual Compensation, Administer Compensation, View Compensation History, and Compensation Info pages will restrict access to assignments according to the person's security profile, when you enable and setup assignment-level security.

BUSINESS BENEFIT:



Impact Analysis

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



PROCESS WORKER STATEMENTS BY MANAGER HIERARCHY

DETAILS:

- You can now process worker compensation change statements by manager hierarchy.
- Previously, this option was not available.

Name Process Workforce Compensation Change Statements

Description Centrally manage workforce compensation change ... ☐ Notify me when this process ends

Schedule As soon as possible **Submission Notes**

Basic Options

Parameters

*Plan Global Compensation Pla

*Cycle 2020

Manager Hierarchy

*Mode

Statement Group AU Statement Group

*Template

Expiration m/d/yy

*Visibility Administrators, managers

Allow staggered release of statements No

Statement Generation Timing Any worker in any status

Output Format PDF

Impact Analysis

Impact Level LOW

Need to Enable NO

Configuration YES

Quick Win YES

BUSINESS BENEFIT:



This feature lets you stagger the release of statements according to manager hierarchy.





NEW FEATURES



QUICK WINS – Opt Ins



MULTI-ASSIGNMENT ENHANCEMENT - ENTER ABSENCES FOR SPECIFIC ASSIGNMENTS

DETAILS:

- If some of your employees have multiple assignments, you can configure absence types so that managers, administrators, and employees can enter absences that impact either all assignments or a specific assignment.
- When you select an absence type from the list that has been configured to allow assignment selection during absence entry, **the Business Title** field appears. This is where you can select the assignment that you want to add an absence for.

*Type: #ARK_Qual_Pay

*Business Title: All

When

*Start Date and Time: m/d/yy h:mm a

Absence Duration: 0.00 Hours

*End Date and Time: m/d/yy h:mm a

Edit Entries

*Absence Type: #ARK_Qual_Pay

*Assignment: All

Basic Mode

Single day: ☐

*Start Date: m/d/yy

*End Date: m/d/yy

Duration: 0.00 Hours

*Start Time

*End Time

Condition Start Date: m/d/yy

Impact Analysis

Impact Level

LOW

Need to Enable

YES

Configuration

YES

Quick Win

YES

BUSINESS BENEFIT:

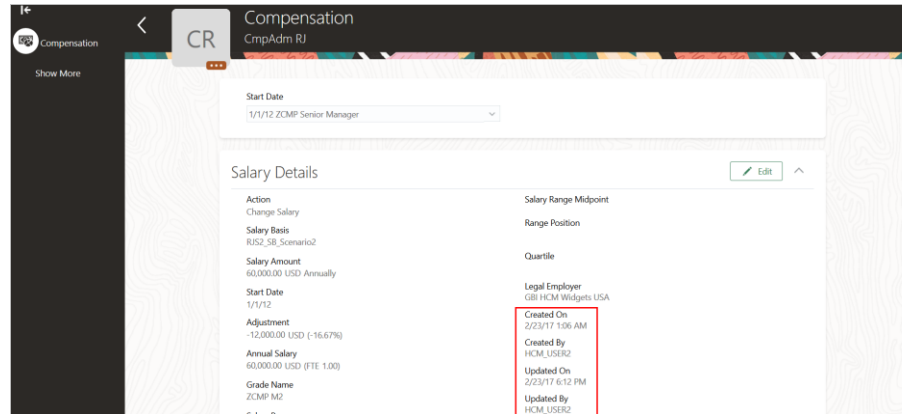




IDENTIFY DETAILS OF SALARY RECORD CHANGES

DETAILS:

- You can now view the salary creation and updated information on the Salary Details page opened with the Compensation Info action.
- The details now include created by, created date, updated by, and updated date.



Compensation
CmpAdm RJ

Start Date
1/1/12 ZCMP Senior Manager

Salary Details

Action Change Salary	Salary Range Midpoint
Salary Basis RUS2_SB_Scenario2	Range Position
Salary Amount 60,000.00 USD Annually	Quartile
Start Date 1/1/12	Legal Employer GBI HCM Widgets USA
Adjustment -12,000.00 USD (-16.67%)	Created On 2/23/17 1:06 AM
Annual Salary 60,000.00 USD (FTE 1.00)	Created By HCM_USER2
Grade Name ZCMP M2	Updated On 2/23/17 4:12 PM
	Updated By HCM_USER2

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

BUSINESS BENEFIT:





NEW FEATURES

The Rest





MULTI-ASSIGNMENT ENHANCEMENT - CALCULATE ACCRUALS BASED ON ATTRIBUTES OF THE SPECIFIC ASSIGNMENT

DETAILS:

- You can now use the new configuration option to calculate accruals using the attributes of the primary assignment or the assignment to which the plan belongs.
- This configuration determines which assignment's attribute is used to calculate accruals when you run the Calculate Accruals and Balances batch job.

Additional Attributes

Integration to Time Repository

Enabled

Integration Effective Date

01/01/15

☐ Resubmit affected time cards when absence entries are updated

Absence Type Default

Balance Calculation Date

Current date

Hours Display Format

Decimal number

Decimal Number Format

Show a maximum of

2 decimal places

Withdrawn Record Deletion

☒ Enable for administrator

Basis for Accrual Calculation

Primary assignment

Primary assignment

Enrolled assignment

BUSINESS BENEFIT:



You now have greater control over how accruals are calculated for employees with multiple assignments

Impact Analysis

Impact Level

LOW

Need to Enable

YES

Configuration

NO

Quick Win

NO





DIRECT ADDITION OF GROUP MEMBERS ENHANCEMENT

DETAILS:

- Now time and labor administrators can define and assign data security policies for who can access and edit the two bundled audit and exclude member groups.
- For example, create an Organization Security Profile for a specific department and then assign the profile to the appropriate people.

BUSINESS BENEFIT:



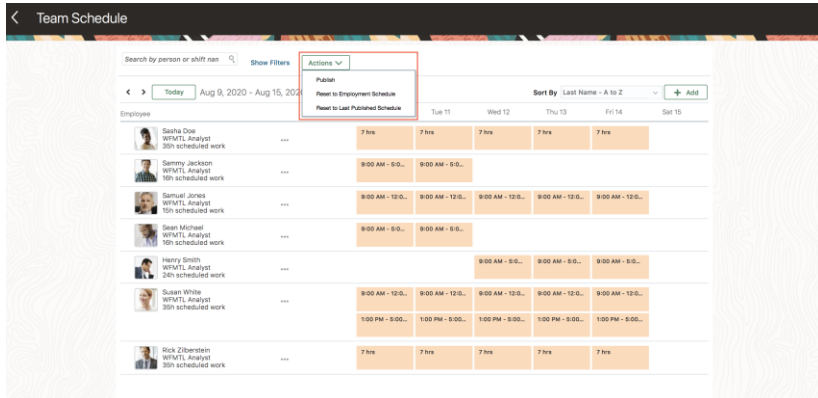
Impact Analysis	
Impact Level	LOW
Need to Enable	YES
Configuration	NO
Quick Win	NO



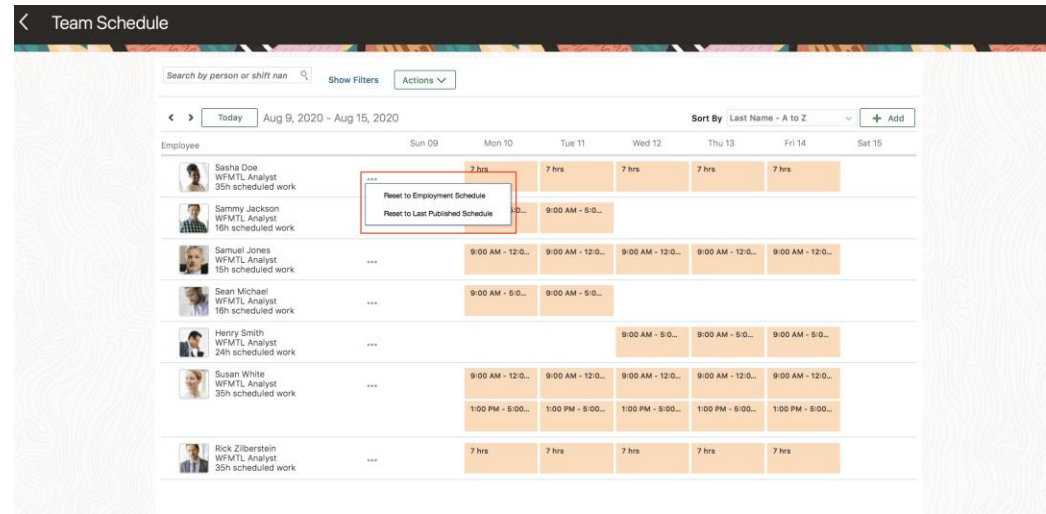
TEAM SCHEDULE FOR MANAGER SELF-SERVICE PAGES ENHANCEMENT

DETAILS:

- As a manager, you can now reset your responsive team schedules to the employment or last published schedule. You can do this reset for every team member's schedule at once. Or, you can do the reset for a specific individual.



Employee	Sun 09	Mon 10	Tue 11	Wed 12	Thu 13	Fri 14	Sat 15
Sasha Doe WFMTL Analyst 35h scheduled work	7 hrs	7 hrs	7 hrs	7 hrs	7 hrs	7 hrs	7 hrs
Sammy Jackson WFMTL Analyst 16h scheduled work	9:00 AM - 5:00..	9:00 AM - 5:00..					
Samuel Jones WFMTL Analyst 15h scheduled work	9:00 AM - 12:00..	9:00 AM - 12:00..	9:00 AM - 12:00..	9:00 AM - 12:00..	9:00 AM - 12:00..		
Sean Michael WFMTL Analyst 16h scheduled work	9:00 AM - 5:00..	9:00 AM - 5:00..					
Henry Smith WFMTL Analyst 24h scheduled work			9:00 AM - 5:00..	9:00 AM - 5:00..	9:00 AM - 5:00..		
Susan White WFMTL Analyst 35h scheduled work	9:00 AM - 12:00..	9:00 AM - 12:00..	9:00 AM - 12:00..	9:00 AM - 12:00..	9:00 AM - 12:00..		
Rick Zilberstein WFMTL Analyst 35h scheduled work	1:00 PM - 5:00..	1:00 PM - 5:00..	1:00 PM - 5:00..	1:00 PM - 5:00..	1:00 PM - 5:00..		



Employee	Sun 09	Mon 10	Tue 11	Wed 12	Thu 13	Fri 14	Sat 15
Sasha Doe WFMTL Analyst 35h scheduled work	7 hrs	7 hrs	7 hrs	7 hrs	7 hrs	7 hrs	7 hrs
Sammy Jackson WFMTL Analyst 16h scheduled work		9:00 AM - 5:00..					
Samuel Jones WFMTL Analyst 15h scheduled work		9:00 AM - 12:00..	9:00 AM - 12:00..	9:00 AM - 12:00..	9:00 AM - 12:00..	9:00 AM - 12:00..	
Sean Michael WFMTL Analyst 16h scheduled work		9:00 AM - 5:00..	9:00 AM - 5:00..				
Henry Smith WFMTL Analyst 24h scheduled work			9:00 AM - 5:00..	9:00 AM - 5:00..	9:00 AM - 5:00..		
Susan White WFMTL Analyst 35h scheduled work	9:00 AM - 12:00..	9:00 AM - 12:00..	9:00 AM - 12:00..	9:00 AM - 12:00..	9:00 AM - 12:00..		
Rick Zilberstein WFMTL Analyst 35h scheduled work	1:00 PM - 5:00..	1:00 PM - 5:00..	1:00 PM - 5:00..	1:00 PM - 5:00..	1:00 PM - 5:00..		

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **NO**

BUSINESS BENEFIT:

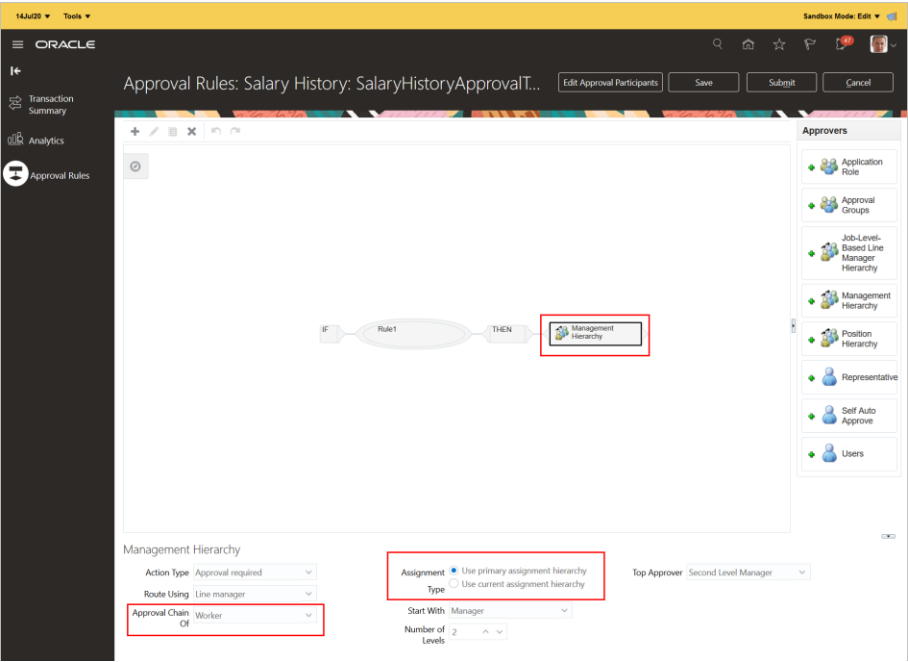
Improve manager productivity by reducing the removal of unwanted team schedule changes to a single reset action. Also, improve user satisfaction by displaying all shift durations in the same HH:MM format. Also improve it by showing the shifts that cross midnight and intersect with a public holiday as untruncated, unless the shift reference day falls on the holiday.



ROUTE APPROVALS USING LAUNCHING ASSIGNMENT HIERARCHY

DETAILS:

- You can now configure your approval rules and route approvals using the current assignment hierarchy.
- The default routing uses the primary assignment hierarchy, but now you can route approvals to nonprimary assignment managers, as appropriate.



Impact Analysis

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

BUSINESS BENEFIT:





ASSIGNMENT-LEVEL SECURITY IN WORKFORCE COMPENSATION

DETAILS:

- You can now secure access to Administer Workers, Act as Proxy, and View Administration Reports by assignment.
- These pages restrict access to assignments according to a person's security profile, if you enable assignment-level security.

Impact Analysis

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

BUSINESS BENEFIT:





GRADE STEP PROGRESSION: ASSIGNMENT EFFECTIVE DATE ON ELIGIBILITY

DETAILS:

- We added support for the transaction date On eligibility option in the progression grade ladder definition.
- Previously, that option used the process run date to populate the assignment date. Now, when you select On eligibility, the assignment transaction date is the actual date when the person met the eligibility criteria.

Edit Progression Grade Ladder: GSP Hospital

Save

Save and Close

Progression Grade Ladder

Grades and Steps

Progression Rules

Progression Grade Ladder Details

Effective Start Date

1/1/00

Effective End Date

Action Reason

*Grade Set

Common Set

*Name

GSP Hospital

*Legislative Data Group

GBI United States LDG

Grade Ladder Group

*Status

Active

*Progression Increment

Grade and step

*Transaction Date

On eligibility

*Confirmation Type

Manual

*Assignment Action

Automated Grade Step

Assignment Action Reason

<

Run Grade Step Progression

Monitor Processes

This process will be queued up for submission at position 1

Process Options

Advanced

Submit

Cancel

Name

Run Grade Step Progression

Description

Evaluates progression rules and determines a gr...

Schedule

As soon as possible

Submission Notes

Notify me when this process ends

☐

Basic Options

Parameters

General

Set a specific effective date or leave the effective date blank. If you don't set a date, the process uses the system date at run-time.

*Batch Type

☒ Grade ladder ☐ Grade ladder group

*Grade Ladder

GSP Hospital

Grade Ladder Group

Effective Date

4/15/20

Include trace statements in log file

☐

Create transaction report

☐

Eligibility Look-Back Period

Set these parameters when the grade ladder transaction date is defined based on eligibility. Progressions are evaluated between the eligibility evaluation start date and the effective date. If you don't set a start date, it's derived by subtracting the number of days back from the effective date.

Eligibility Evaluation Start Date

4/2/20

Days Back from Effective Date

Impact Analysis

Impact Level

LOW

Need to Enable

YES

Configuration

NO

Quick Win

NO

BUSINESS BENEFIT:



Process Optimizaton





ASSIGNMENT-LEVEL SECURITY IN GRADE STEP PROGRESSION



DETAILS:

- The Review Proposed Progressions and Salary Updates displays results of grade step progression processes.
- When you enable assignment-level security for your organization, this page secures the results by assignment, according to the user's person security profile.

ORACLE

Results

Updates Errors

Process ID 53246 Not Processed 6

Process Name Run Grade Step Progression Accepted

Grade Ladder GSP Nurses Rejected

Legislative Data Group GBI United States LDG

View Export Accept Reject

Name	Proposed Grade	Proposed Step	Proposed Salary	Frequency	Progression Date	Salary Change Date	Status	Actions
Kampbell, Drew	Nurse 2	Nurse 2 Step 2	30.00 USD	HOURLY	8/5/20	8/5/20	Not Processed	
Ozima, Dorothy	Nurse 1	Nurse 1 Step 3	24.00 USD	HOURLY	8/5/20	8/5/20	Not Processed	
Ozima, Dorothy	Nurse 1	Nurse 1 Step 2	22.00 USD	HOURLY	8/5/20	8/5/20	Not Processed	
Watson, Christina	Nurse 1	Nurse 1 Step 2	22.00 USD	HOURLY	8/5/20	8/5/20	Not Processed	
Watson, Christina	Nurse 2	Nurse 2 Step 2	30.00 USD	HOURLY	8/5/20	8/5/20	Not Processed	

Compensation Manager View of Multiple Concurrent Assignments with Person-Level Security

ORACLE

Results

Updates Errors

Process ID 46841 Not Processed 11

Process Name Run Grade Step Progression Accepted

Grade Ladder GSP Nurses Rejected

Legislative Data Group GBI United States LDG

View Export Accept Reject

Name	Proposed Grade	Proposed Step	Proposed Salary	Frequency	Progression Date	Salary Change Date	Status	Actions
Kampbell, Drew	Nurse 2	Nurse 2 Step 2	30.00 USD	HOURLY	8/5/20	8/5/20	Not Processed	
Ozima, Dorothy	Nurse 1	Nurse 1 Step 2	22.00 USD	HOURLY	8/5/20	8/5/20	Not Processed	
Ozima, Dorothy	Nurse 1	Nurse 1 Step 3	24.00 USD	HOURLY	8/5/20	8/5/20	Not Processed	
Watson, Christina	Nurse 1	Nurse 1 Step 2	22.00 USD	HOURLY	8/5/20	8/5/20	Not Processed	

Columns Hidden 10

Compensation Manager View of Multiple Concurrent Assignments with Assignment-Level Security Enabled

Impact Analysis

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

BUSINESS BENEFIT:





STOCK AND EXTERNAL DATA HSDL

DETAILS:

- You can now upload stock details and external data with the new HSDL. This adds to your loading capabilities and doesn't replace the traditional stock spreadsheet loader.
- Formerly you could only load using HDL or the spreadsheet loader. Now there are three methods you can use to load stock.

BUSINESS BENEFIT:



Impact Analysis

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





ASSIGNMENT-LEVEL SECURITY IN EXTERNAL DATA AND STOCK

DETAILS:

- You can now secure external and stock data access by assignment.
- The external data and stock pages restrict access to assignments according to the person's security profile, if you enable and setup assignment-level security.

BUSINESS BENEFIT:



Impact Analysis

Impact Level

LOW

Need to Enable

NO

Configuration

YES

Quick Win

NO





NEW FEATURES

OTBI Enhancements





NEW SUBJECT AREA - BENEFITS - PERSON INFORMATION REAL TIME



DETAILS:

- Enhance your reporting on benefits with a new subject area that allows you to report on benefit groups, balances, and person habits.
- The new subject area Benefits – Person Information Real Time allows you to report on a person’s benefit groups, balances, external plan coverage, and additional aspects, such as tobacco usage and student status.

BUSINESS BENEFIT:



You will now be able to report person information related to benefits.

This can be used when shopping for new benefits carriers to ensure that your employee's get the best coverage.

Impact Analysis

Impact Level

LOW

Need to Enable

NO

Configuration

YES

Quick Win

NO





WORKFORCE COMPENSATION SUBJECT AREA - COMPENSATION ACTION HISTORY



DETAILS:

- This enhancement now allows you to report on Workforce Compensation action history.
- You can report on the action code, comments made by the manager, and date from compensation actions.
- You can report on all actions for worksheets from budget actions to worksheet actions. Budget actions can be things like Budget Available or Budget Withdrawn. Worksheet actions can be things like Work in Progress, Submitted, or Approved.

BUSINESS BENEFIT:



Impact Analysis

Impact Level

LOW

Need to Enable

NO

Configuration

YES

Quick Win

NO





WORKFORCE COMPENSATION SUBJECT AREA - COMPENSATION WORKSHEET

AUDIT DETAILS



DETAILS:

- Enhance your reporting on data related to the audit details of the compensation worksheet.
- The enhancements allows you to report on who made changes to the worksheet, along with what changes were done with the date on which it was done.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **YES**

Quick Win **NO**

BUSINESS BENEFIT:



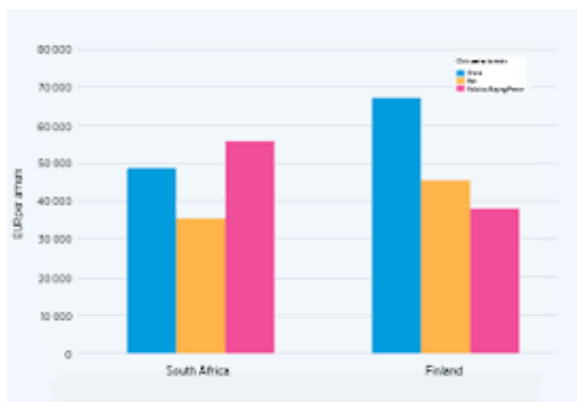


COMPENSATION - SALARY RANGE DIFFERENTIAL BY COMPENSATION ZONE DATA REPORTING

DETAILS:

- Enhance your reporting on salary and salary history subject areas with the inclusion of data related to geo zones.
- In the Salary Basis - Complete folder you can report on zone setup data using a new subfolder called Compensation Zone Details.
- In the Salary Details folder you can report on zone transactional data using a new subfolder called Compensation Zone.

BUSINESS BENEFIT:



Compare salaries across geo zones and identify any salary ranges affected

Impact Analysis

Impact Level

LOW

Need to Enable

NO

Configuration

YES

Quick Win

NO





ATTRIBUTE CHANGES FOR THE STOCK DETAILS SUBJECT AREA

DETAILS:

- The following changes are done in Compensation - Stock Details Real Time subject area:
Datatype of "Stock Details"."Grant ID" column is modified from numeric to character.
Renamed the following folders:
 - Grant Name -> Stock Grant Name
 - Grant Type -> Stock Grant Type
 - Trading Symbol -> Stock Trading Symbol
- Some folders in the Stock Subject Area have been renamed to help you more easily find the stock specific details. A correction has been made to the Grant ID column from number to character.

BUSINESS BENEFIT:



Impact Analysis

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





KNOWN ISSUES





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 10:00pmIf 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.





PLANBALANCES REST SERVICE CAN'T BE USED TO RETRIEVE BALANCE SUMMARY AND DETAIL

DETAILS:

- The Absence Plan Balances REST service (PlanBalances) includes links to two enclosures.
- Accessing these links should return summary and detailed records for the plan balances.
- The summaryBalances enclosure provides a link that returns the sum of all accruals, absences, carryover, etc., for the plan period.
- The detailBalance enclosure provides a link that includes every transaction that has happened since the beginning of the plan period.
- Currently these links are not working and will not return the data they should.

WORKAROUND:

- You will have to access this information through the application. There is no work-around currently available to access this information through REST services.
- Oracle Reference: 31438439





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





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





TEAM SCHEDULE FILTER CAN'T SUPPORT THE COLOR-CODING LEGEND FOR THE SCHEDULE TYPE

DETAILS:

- Before 19D, the filters on the Team Schedule pages were implemented using the Scheduling set of components.
- An advantage of this technical solution is the ability to use a specific component to display the color code next to each scheduling type:
 - Public holiday: purple
 - Published schedule: blue
 - Planned schedule: light orange
 - Absence: dark orange
 - Employment schedule: green
 - Other availability: pink
- A disadvantage of this technical solution is that the filters can't uptake newer features, such as the saved search.
- This is why in 19D, the filter features of the Team Schedule pages were enhanced using the faceted search component. While this component offers various features, such as create your own saved search and mark it as default, it doesn't support the color-coding legend for the schedule type.

WORKAROUND:

- The faceted search component will be fixed in a later release. In the meantime, the color-coding legend for the schedule types is included in all of the Oracle documentation related to the Team Schedule
- Oracle Reference: 31625038





SALARY NOT UPDATED FOR ASSIGNMENT CHANGE WITH GRADE LADDER DEFAULT FROM POSITION

DETAILS:

- Salary can be updated from the rates defined on the progression grade ladder if the application is configured to do so on the Manage Progression Grade Ladders page.
- Salary will come from the grade rate or step rate when the grade ladder, grade, or step is changed in transactions, such as New Hire and Promote.
- If you're using Manage Employment, there's a current limitation if the assignment change includes a position change where the updated position sets the grade ladder. In this case, the salary won't come from the grade rate or step rate.
- The application only recognizes the change if the grade ladder is manually changed on the assignment directly. If the position change doesn't involve a grade ladder change, then the salary comes from the grade rate or step rate.
- The limitation is only related to positions that include a change to the grade ladder.

WORKAROUND:

- The issue is present in the Manage Employment transaction, only. If you're using this transaction, the only workaround is to manually change the grade ladder, rather than allow the position definition to set it.
- Oracle Reference: 29546892





SALARY POPULATED FROM GRADE LADDER IS INCORRECT IF FREQUENCY IS PAYROLL PERIOD

DETAILS:

- Salary can be populated from the rates defined on the progression grade ladder, if the application is configured to do so on the Progression Grade Ladders page.
- Salary will come from the grade rate or step rate when the grade ladder, grade, or step is changed in transactions, such as New Hire and Promote. If the employee's salary basis is defined with a frequency that is different from the frequency of the grade ladder, the amount will be converted to the frequency of the salary basis.
- For example a step rate value defined as an hourly amount will be converted to a monthly amount for an employee whose salary basis frequency is monthly. However, this conversion will not work if the salary basis frequency is defined as 'Payroll period'.
- The salary which is populated from the grade ladder won't be converted to the correct amount.

WORKAROUND:

- Assign a salary basis with a frequency other than payroll period to your employees, if you plan to use the feature which defaults the salary from progression grade ladder rates.
- Oracle Reference: 31015091





END-DATE PROPOSED FOR RECURRING INDIVIDUAL COMPENSATION PLANS DOESN'T COPY

DETAILS:

- When you propose an end date for recurring individual compensation plans in Offer or Pending Worker actions, the value doesn't get copied to the new hire.

WORKAROUND:

- The workaround is to report on offer data so that you can figure out the original value and then manually update it for the new hire.
- Oracle Reference: 31318664



REPLACED OR REMOVED FEATURES





SELF-SERVICE CLASSIC AND FUSE PAGES TO BE REMOVED IN 20D

DETAILS:

- The employee and manager classic and FUSE self-service pages will be removed in 20D. The employees and managers will not have access to these pages starting in Update 20D.
- Users automatically will get access to the equivalent pages in the responsive pages, which will be fully functional and fully supported.
- The responsive profiles will not be relevant, as they will be automatically redirected to the responsive pages.
- Quick actions under Me and My Team will also change to redirect employees and line managers to the equivalent responsive pages.
- The absences links will be removed from the Calendar page. Employees and managers won't be able to access absence pages from the Calendar page

Impact Analysis	
Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

TIPS AND CONSIDERATIONS:

- If you had manually hidden or disabled any responsive quick actions, those changes need to be reverted.
- You need to notify employees and managers to update their favorites. If they added a Classic or FUSE page as a favorite, they won't be able to access the old pages using their favorites.
- If you are currently using cash disbursements and donations through the classic user-interface, you will need to manually add the following aggregate privileges in the role hierarchy of the custom roles of employees and line managers:

Manage Cash Disbursements (ORA_ANC_AD_HOC_ACCRUAL_PLAN_BALANCE_DISBURSEMENT_DUTY)

Manage Donations (ORA_ANC_MANAGE_DONATIONS)





ABILITY TO SWITCH BETWEEN NEW AND OLD VERSION OF PLAN CONFIGURATION EXPORT AND IMPORT HAS BEEN REMOVED

DETAILS:

- Use the improved Export and Import Plan Configuration feature (that was delivered in February 20A) without turning on a profile option.
- From this release, you can no longer switch back to the old version. The navigation and all the other capabilities released earlier as part of this feature remain intact.

BUSINESS BENEFIT:



Don't have to do additional steps to use the export and import functionality.

Impact Analysis

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





Next Generation Managed Services

How we bring this all together?

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





Evosys Next Generation Cloud Managed Services



Application
Enhancement
Services

Realize the True potential of the Cloud Transformation

Realize the true potential of
Oracle Cloud transformation



Don't just keep the lights on – get **business value**



Facilitating continuous improvement with **value based analytics™** aligned to **ITIL V4**



Drive **Self-sufficiency** & **Innovation**



KPI driven support (factual work)

*Evosys KPI driven support
approach*

Customer delight



4.6/5

Average Customer Rating

Adherence to service level commitments

Value realization

Value-based analytics for your Oracle cloud systems



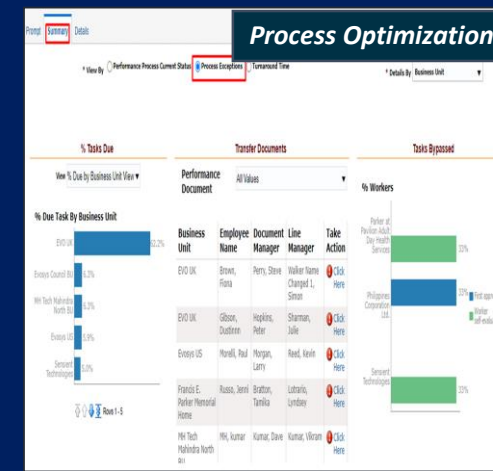
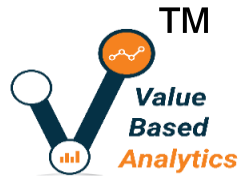
The Problem

Organization buys new system with a business benefit in mind but fail to measure it once the system is used.



The Solution

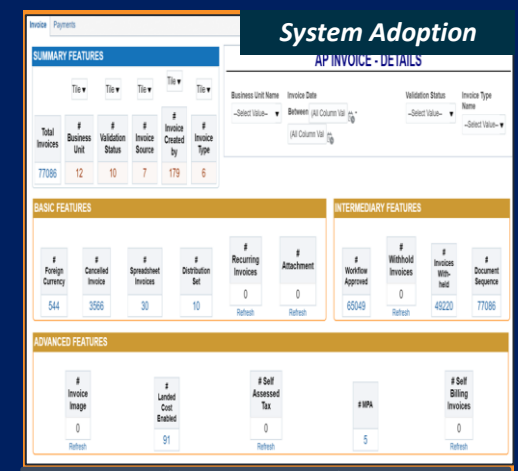
Value Based Analytics™ tool is developed with the focus to measure and monitor ROI for which the system/transformation was invested in.



Cycle Time Analyses, Process Exceptions

Are you completing your performance cycle on time?

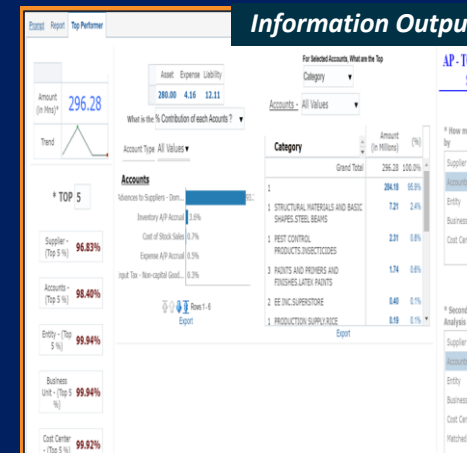
- **Performance Process Cycle time**



Process Adoption, User Adoption, Data Quality

Are your users adopted to the new systems?

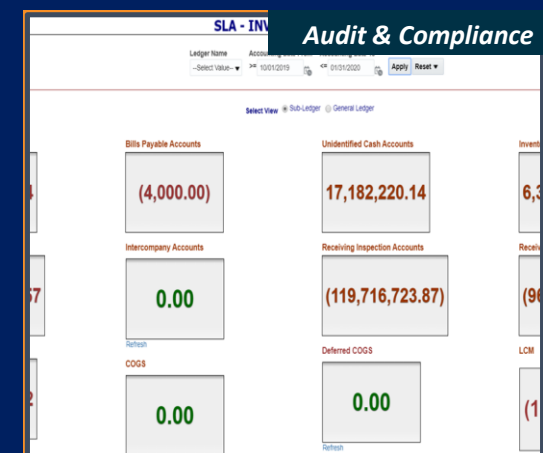
- **Increase Visibility of System adoption and process usage**



Analytics

Want to know High & Low Performers?

- **High & Low Performers**



Segregation of Duties

Learning & Development Analysis

- **Overdue Leanings**

An efficient way to realize measurable Business Value with the Oracle Cloud. Enabling you to move from...

Reactive mode

Proactive mode

Technicalities

Business Value

Guess Work

Fact Work

140+
Prebuilt KPI
340+
Analytics



Closing

Q&A



Closing Note

1. What happens next?
 1. Presentation with annexures
 2. Session Recording
 3. Test Scripts
1. Feedback Form
2. Speak with your Project Manager or business@evosysglobal.com
 1. for additional services around quarterly updates
 2. Know more about Next Generation Cloud Managed Service
3. Next Sessions →

October 20, 2020
3:00 PM BST | 4:00 PM CEST | 10:00 AM EST



LIVE WEBINAR

Finance Advisory Webinar 20D Update

Recording available

October 20, 2020
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LIVE WEBINAR

Global Human Resource Quarterly Updates 20D

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LIVE WEBINAR

Talent Management Oracle Quarterly Updates 20D

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LIVE WEBINAR

Workforce Management and Compensation Oracle Quarterly Updates 20D

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Evosys ... is here to help you!

It is always best to clear your doubts. Contact Us



Contact :

Your Project Manager



Address:

www.evosysglobal.com



Email:

business@evosysglobal.com

Q & A

Thank you !