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Cloud Enhancement Services

Live Webinar

23B - BENEFITS AND COMPENSATION

Empowering Users for the next update

Host: Komal Abel
Operations Executive - CES

Speaker: Aaditya Anand
Consultant I

Value Based Delivery | ORACLE Partner | Mastek Glide 4.0

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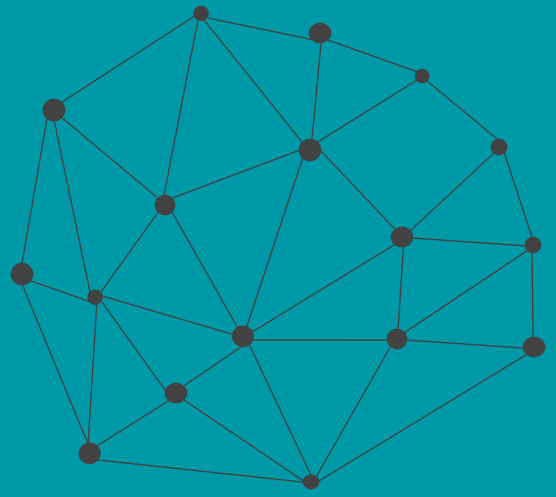
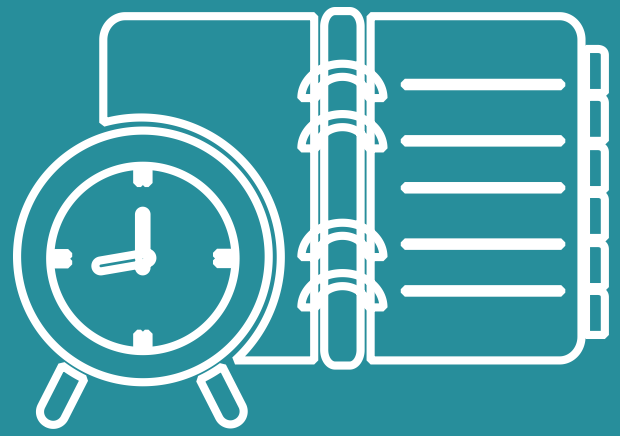


DISCLAIMER

These advisory webinars are organized to equip Users with the latest updates.

The content of this session is based on the interpretation of the material and documentation that Oracle has released and is a general guideline/recommendation only.

AGENDA



- Our Approach to Oracle Update
- Our Analysis of Latest Release
  - New Features
  - Known Issues (If any)
- Closing
  - Q&A

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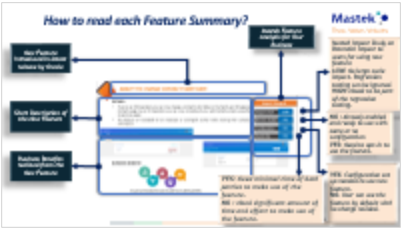

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How to read each Feature Summary?

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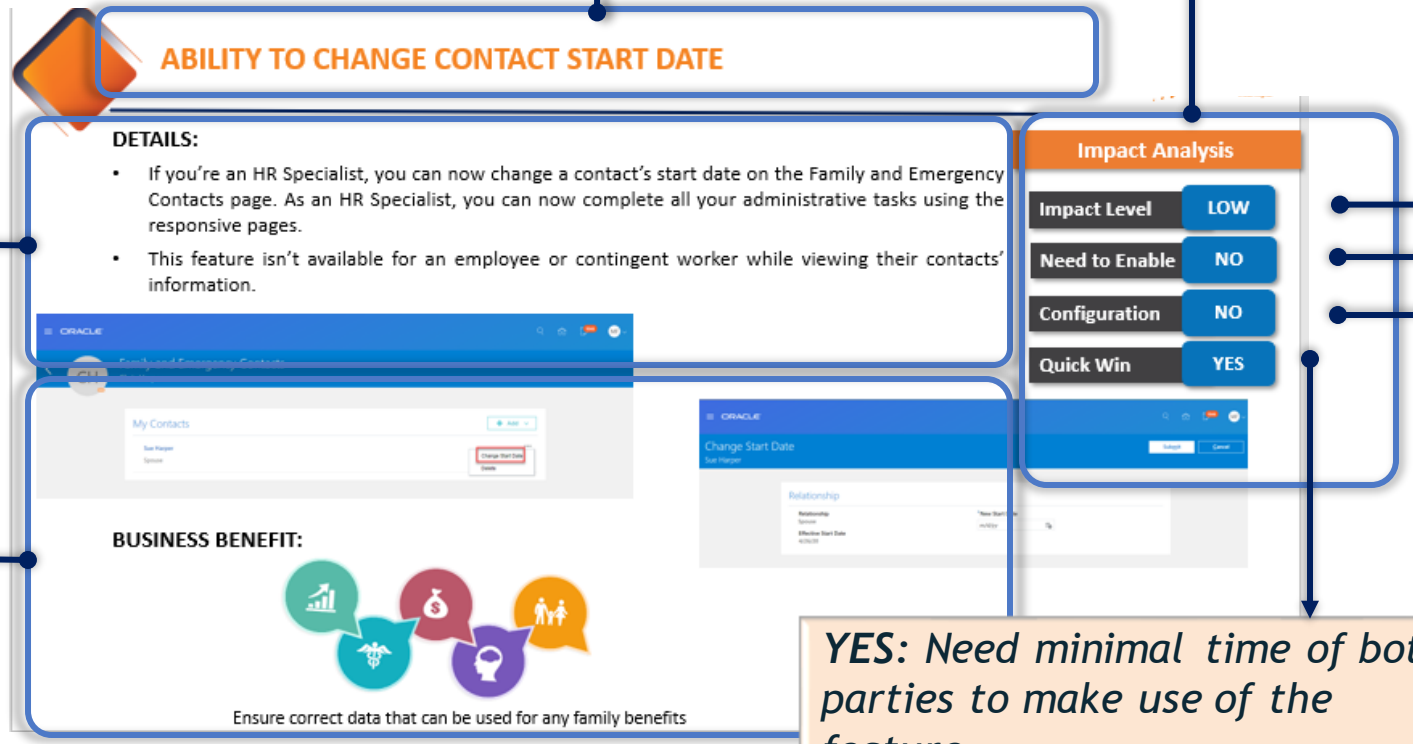
New Feature Introduced in latest release by Oracle

Short Description of the New Feature

Business Benefits realized from the New Feature

Mastek Feature Analysis for Your Business



Mastek Impact Study on Potential Impact to users for using new feature
***LOW**: No large scale impact. Regression testing can be ignored.*
***HIGH**: Needs to be part of the regression testing.*

***NO** : Already enabled and ready to use with some or no configuration*
***YES**: Need to opt-in to use the feature.*

***YES**: Need minimal time of both parties to make use of the feature.*
***NO** : Need significant amount of time and effort to make use of the feature.*

***YES**: Configuration set up needed to use new feature.*
***NO**: User can use the feature by default with no change needed.*

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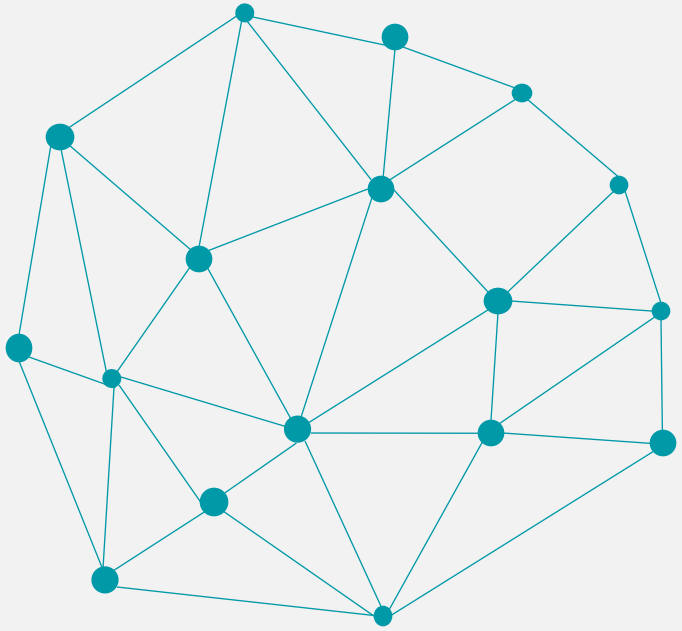

OUR ANALYSIS OF LATEST RELEASE

NEW FEATURES

Mastek Analysis - Statistics

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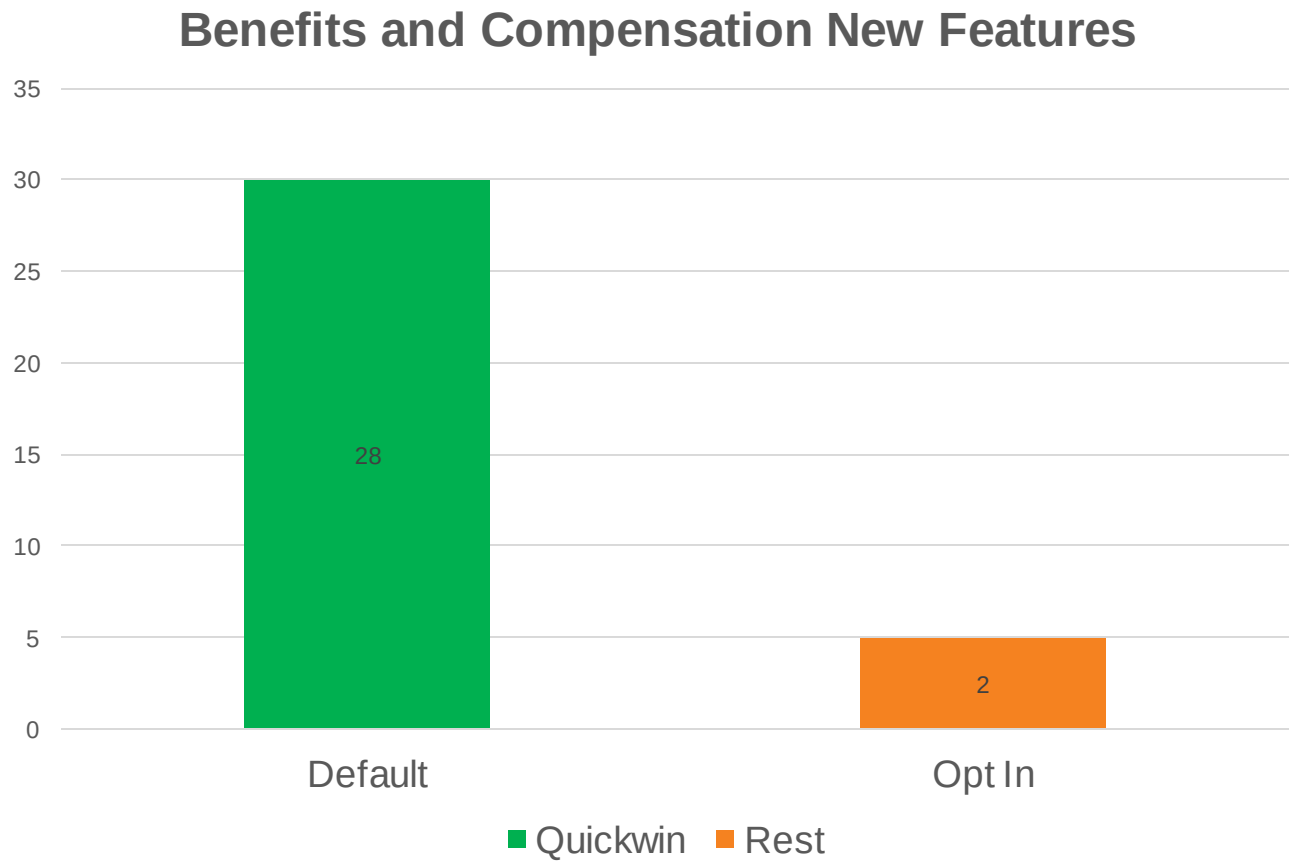
Compensation & Benefits



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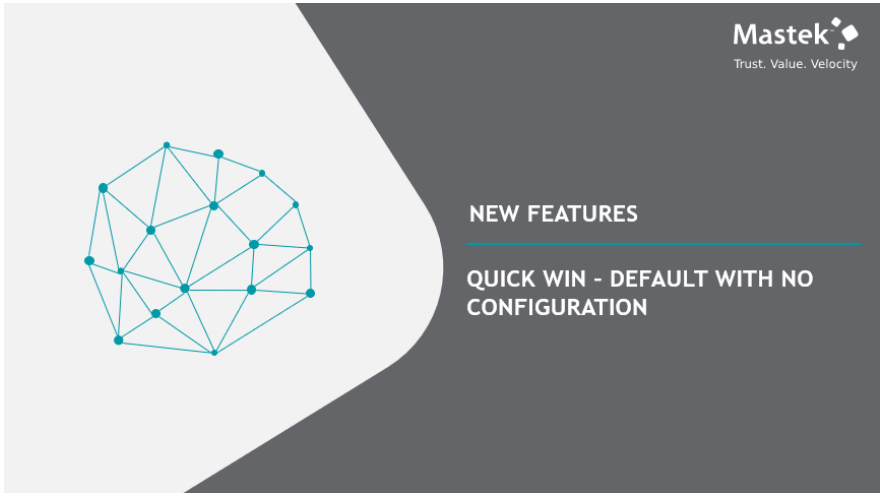

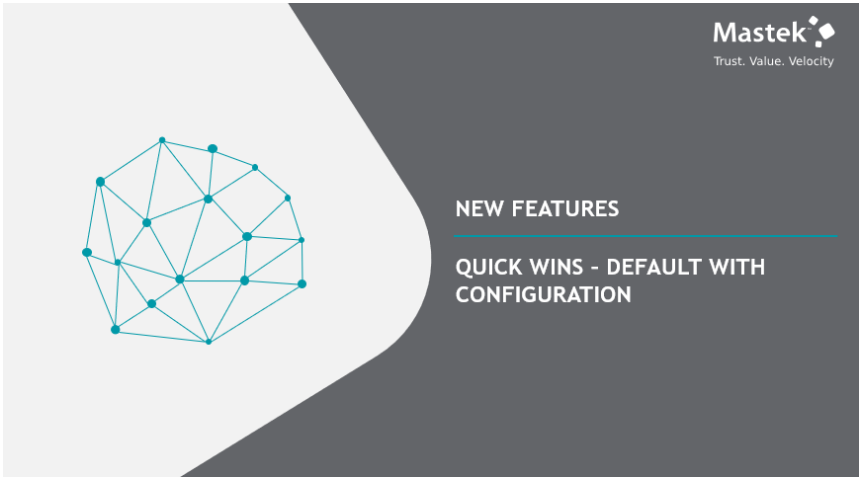

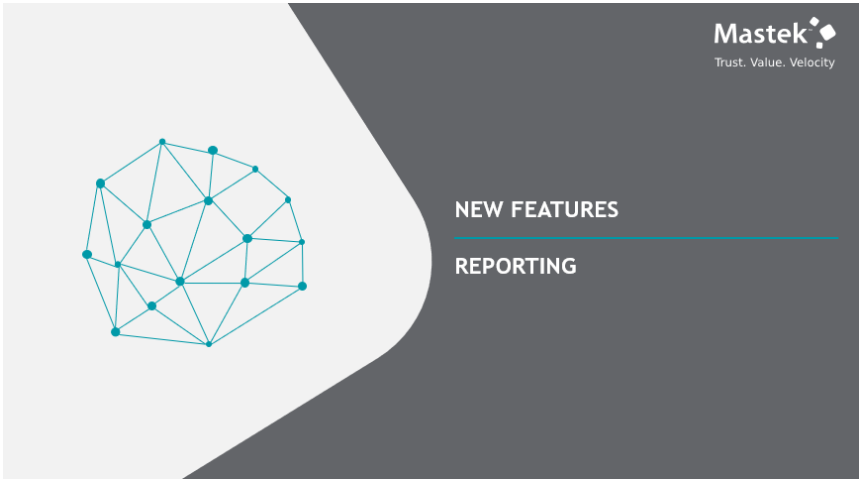

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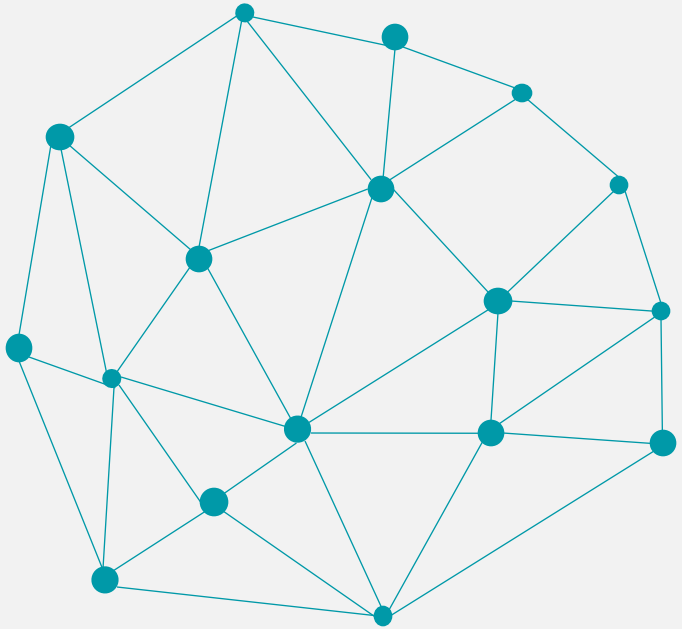

NEW FEATURES

QUICK WIN - DEFAULT WITH NO CONFIGURATION

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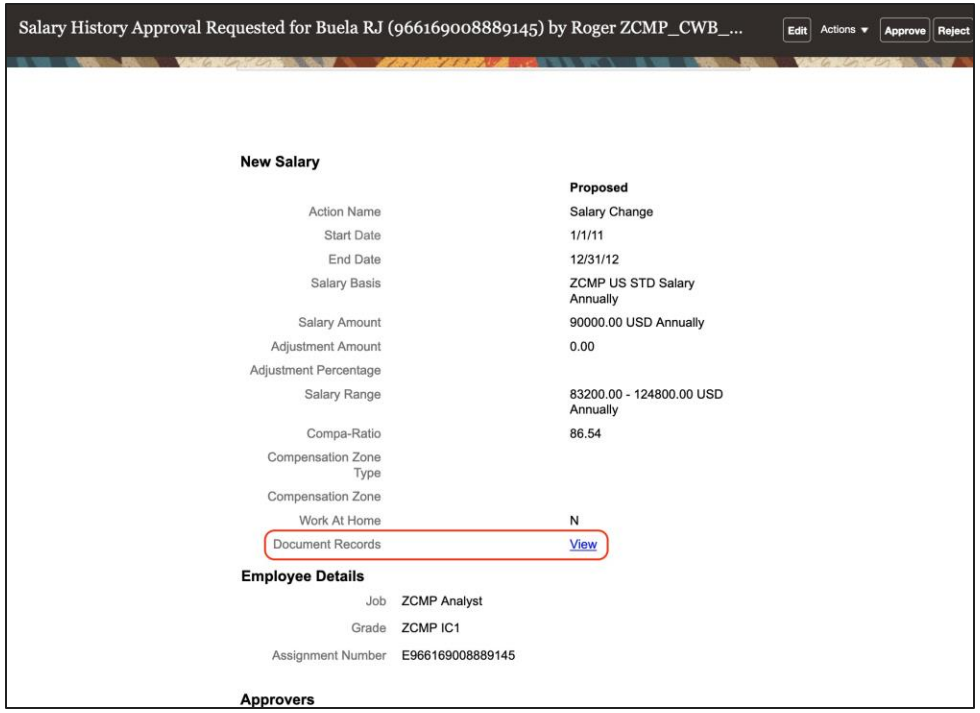
DOCUMENT RECORDS IN SALARY HISTORY NOTIFICATION



Details:

In Update 23A Oracle enhanced salary proposals to attach document records. As of Update 23B,users can view document record details in Oracle Business Intelligence Publisher (BI) notifications for salary history approvals. Earlier, users could view them only in manage salary and administer salary BI notifications.

Impact Analysis

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

Business Benefit:

With this enhancement users can view complete details of the change to make an informed decision.

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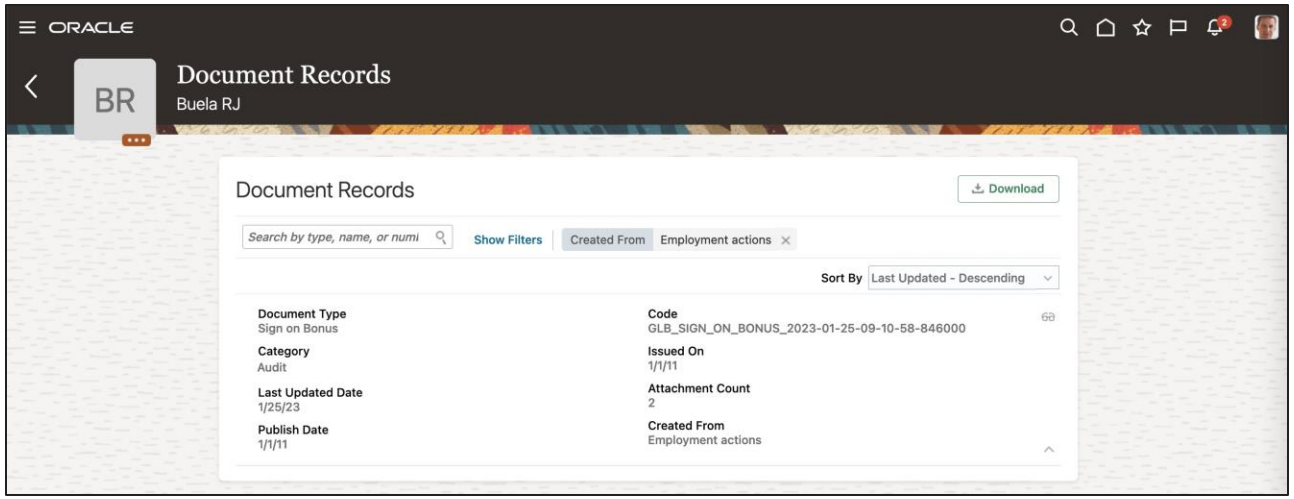
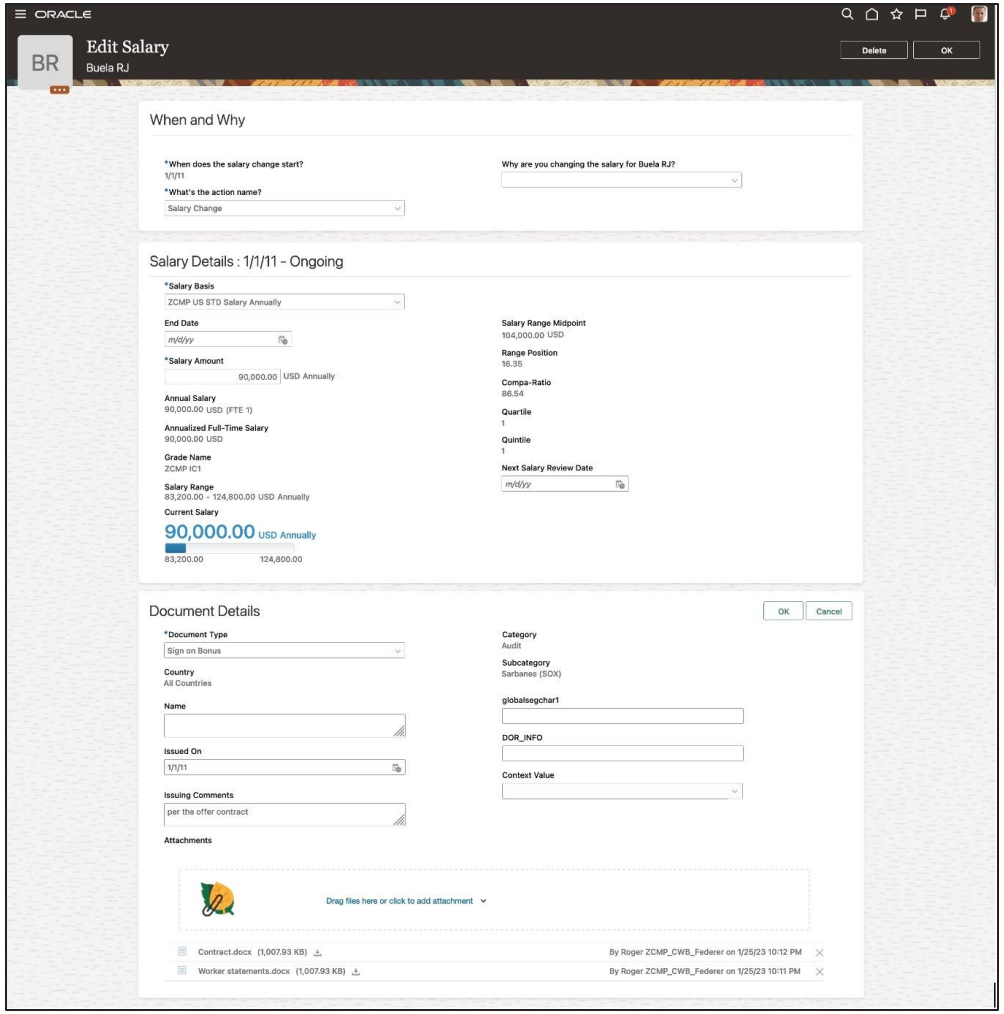
DOCUMENT RECORDS IN SALARY HISTORY NOTIFICATION





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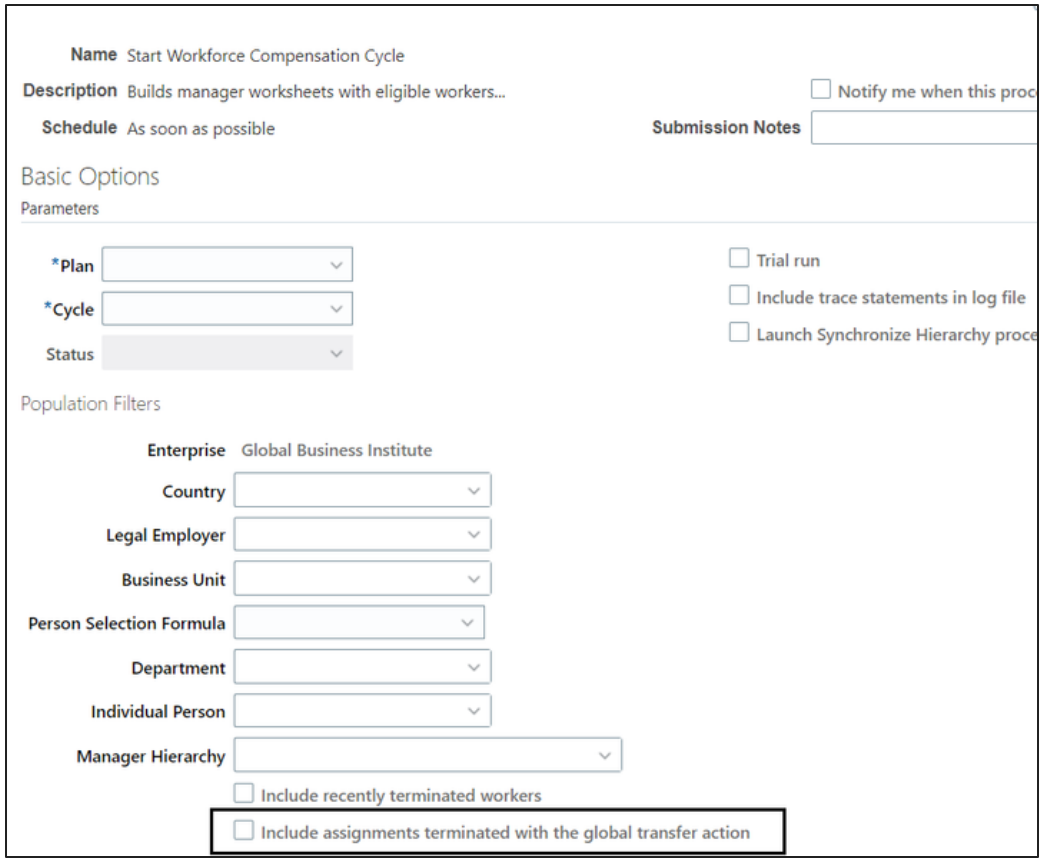
INCLUDE ASSIGNMENTS TERMINATED WITH GLOBAL TRANSFER IN WORKFORCE COMPENSATION PLANS

Details:

Compensation Admins can now include assignments terminated between plan cycle evaluation period start date and HR data extraction date that are due to a global transfer. Select the option when Users start the compensation cycle.



Impact Analysis

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

Business Benefit:

This enhancement lets people include assignments terminated with global transfer

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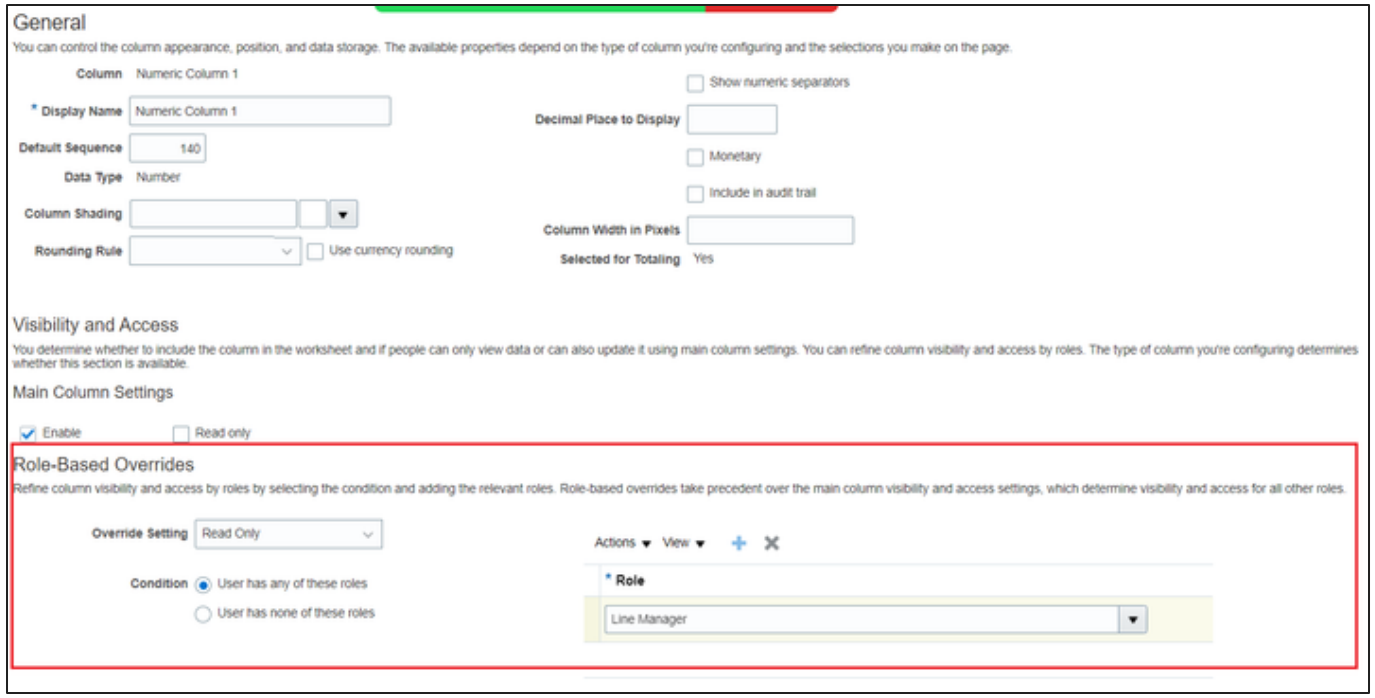
ROLE-BASED COLUMN ACCESS IN ASSIGNMENT SEGMENTS

Details:

Oracle added the role-based configure option for assignment segment columns similar to other worksheet columns. Previously, this option wasn't available for assignment segments.
For Numeric, Text, and Date columns the 3 options are **Not Enabled**, **Updateable**, and **Read Only.** For all other columns **Not Enabled** is the only available configuration option.



Impact Analysis

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

Business Benefit:

This enhancement expands configuration options for assignment segment columns.

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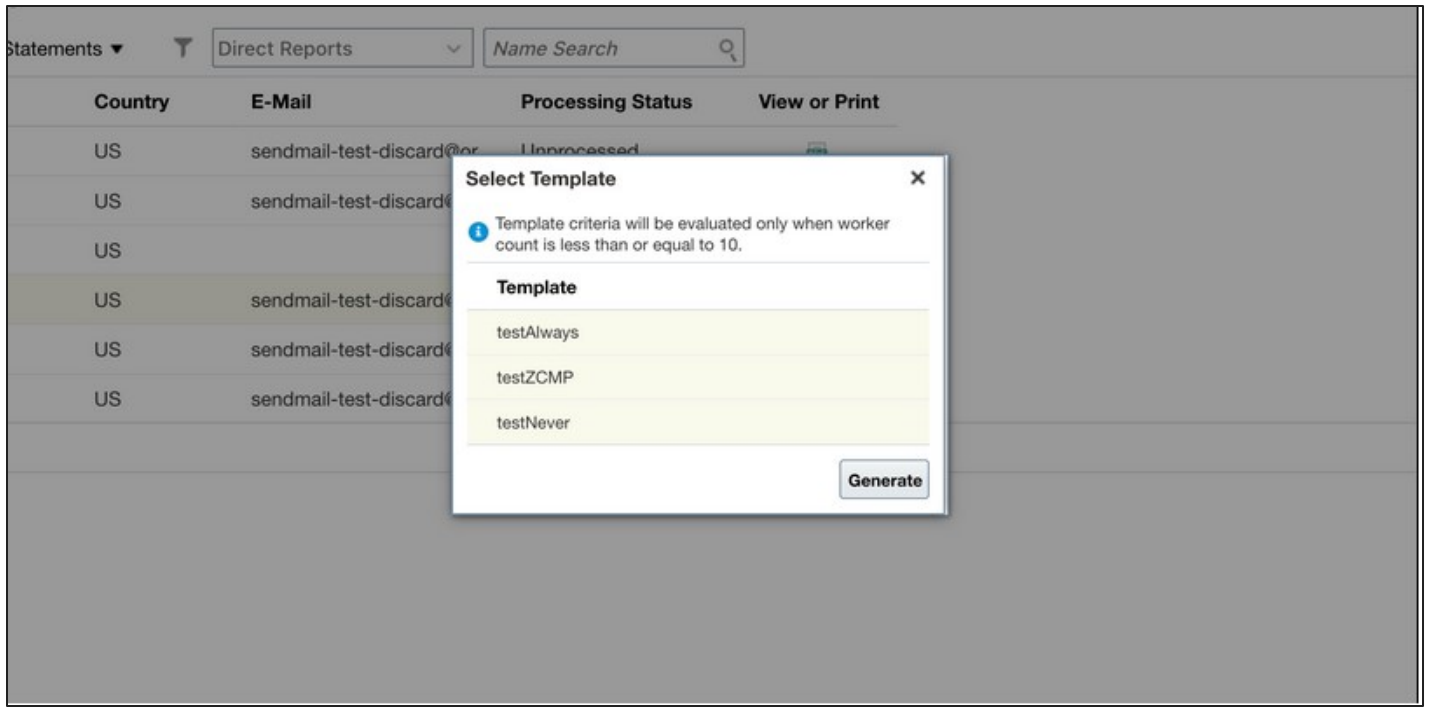
STATEMENT CRITERIA WHEN GENERATING ON-DEMAND STATEMENTS

Impact Analysis

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

Details:

Managers can now choose up to 10 people and have statement criteria apply during generation for statements of the Printed and delivered by managers type.



Business Benefit:

This enhancement gives managers more flexibility when generating statements.

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DISCRIMINATION DETECTION REPORT FOR MANAGERS

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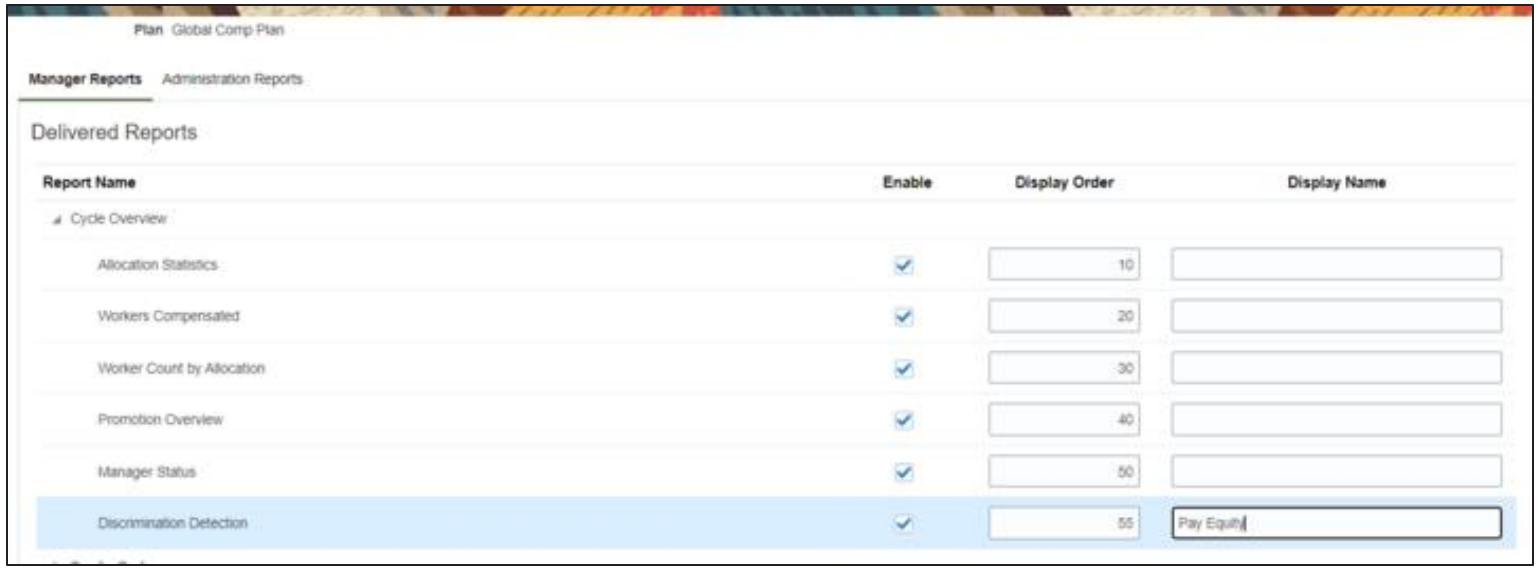
Details:

Users can now enable the Discrimination Detection report for managers to view as a part of the Workforce Compensation plan. This report lets Users analyze classes of people who are protected from pay discrimination. For example, Users can compare compensation for men and women who work in the US.

Impact Analysis

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



Business Benefit:

This enhancement lets managers view the Discrimination Detection report on the worksheet.

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NEW MODEL DIAGNOSTICS REPORT

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Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	

Details:
Oracle created a new report Users can use to help diagnose issues Users have when Users use the modeling feature in Workforce Compensation.

Business Benefit:
This enhancement helps people easily troubleshoot modeling issues.

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TOTAL COMPENSATION STATEMENT: CALCULATED ITEM

Impact Analysis

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

Details:

Now Users can use a new Compensation Item source type called Calculated Item. This feature allows Users to define the value of a compensation item as a calculation amount and displays it in descriptive text.

Business Benefit:

Extend Users ability to use Total Compensation with a new Compensation Item source type called Calculated Item.

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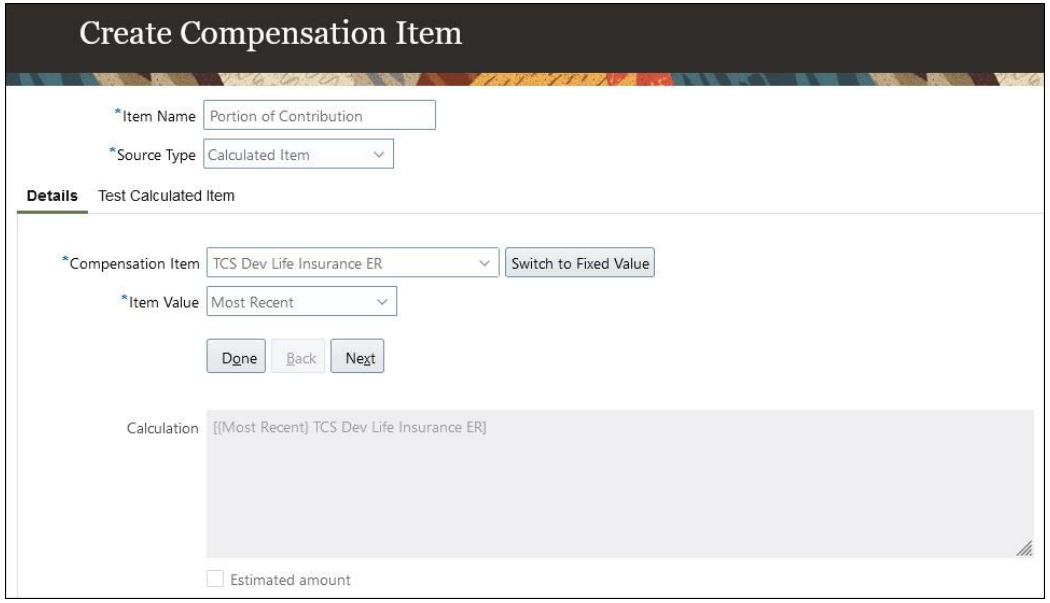
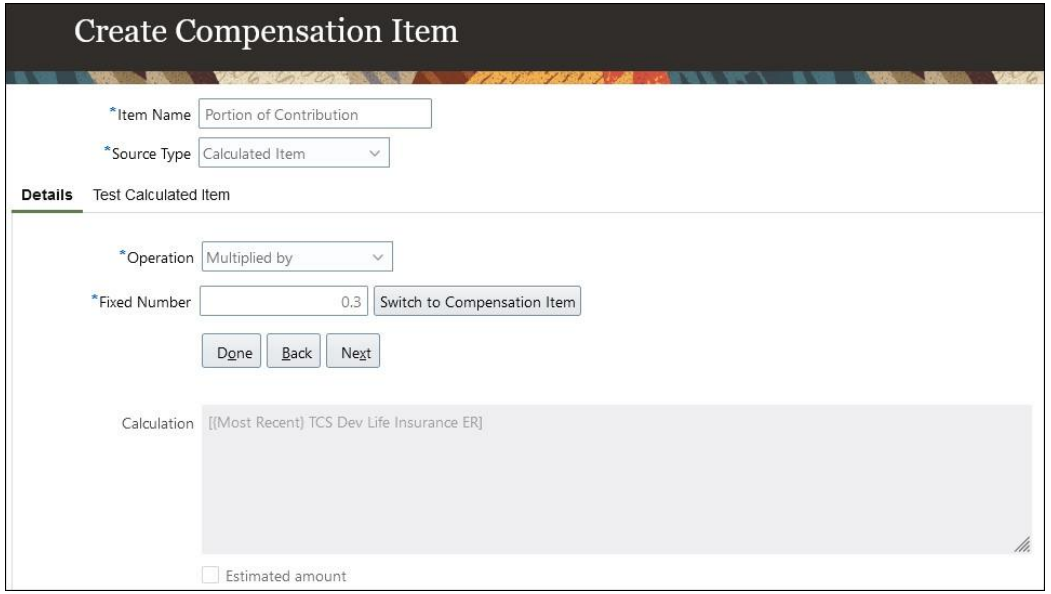
TOTAL COMPENSATION STATEMENT: CALCULATED ITEM





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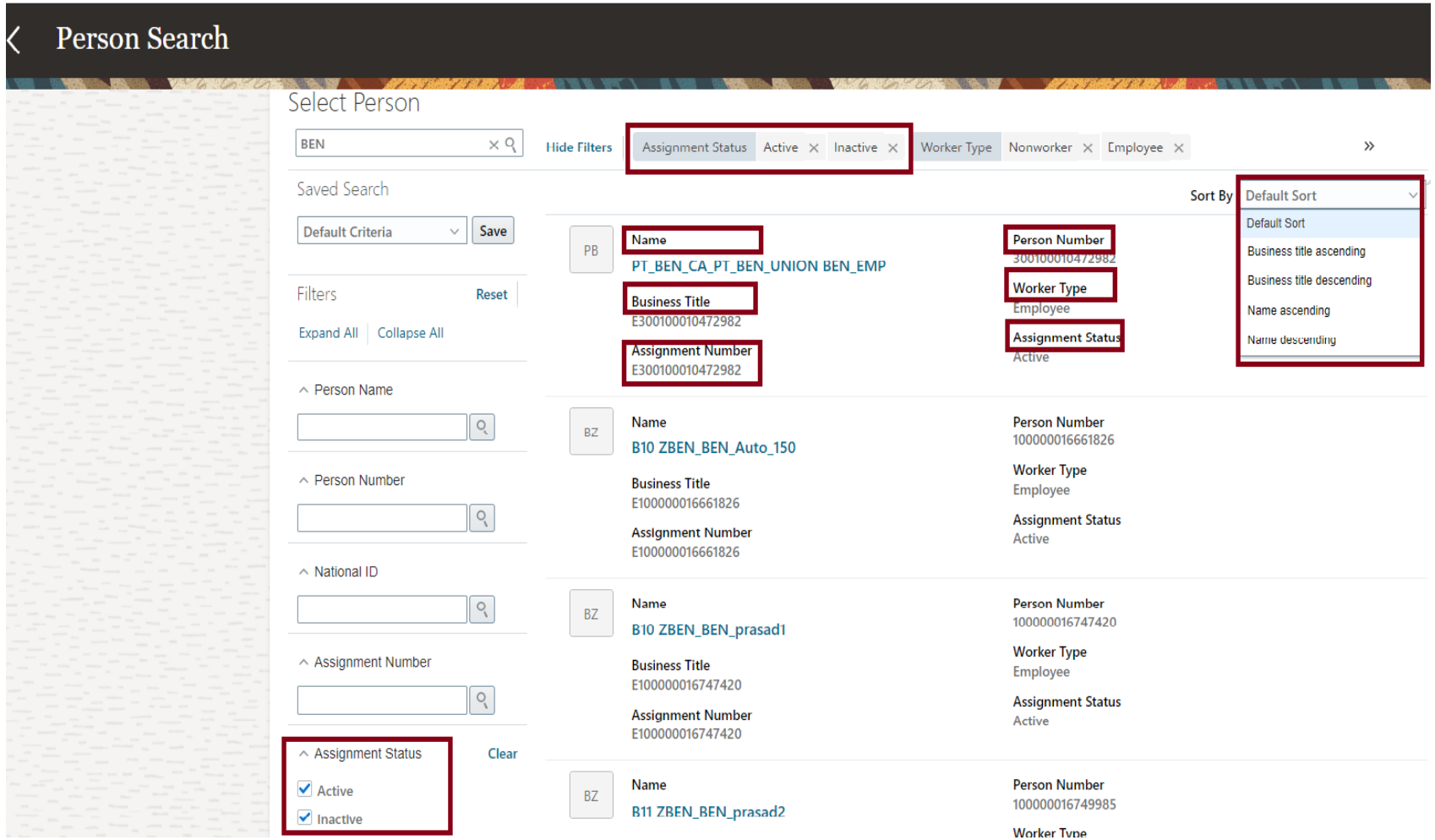
Enhanced Search in Benefits Service Center



Impact Analysis

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

Business Benefit:

This enhancement reduces the time Users spend in searching for information in Benefits Service Center.

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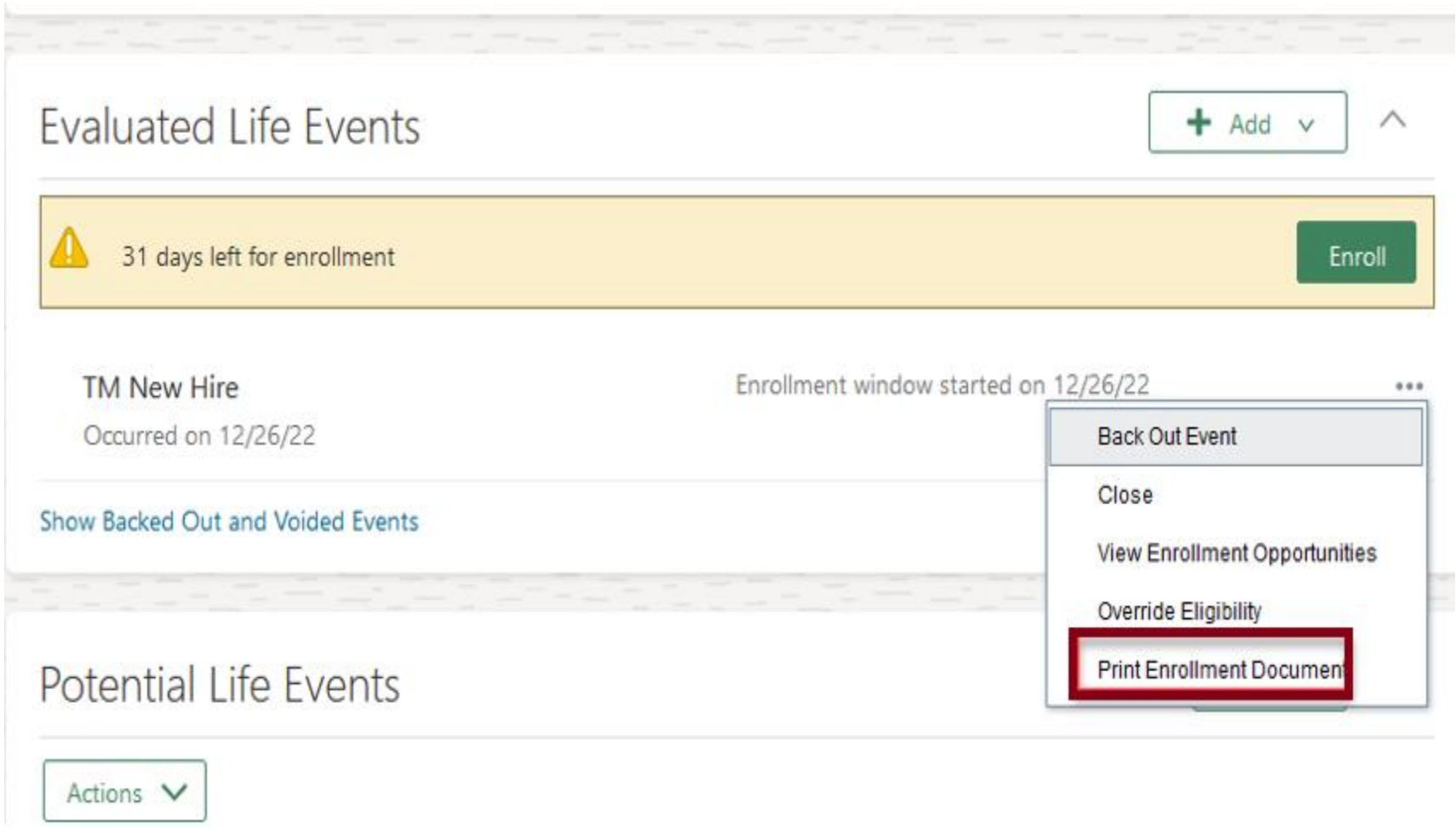
Print Enrollment Document Anytime



Impact Analysis

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

Business Benefit:

With this enhancement, Oracle enabled the administrator to print the enrollment document even after making the elections.

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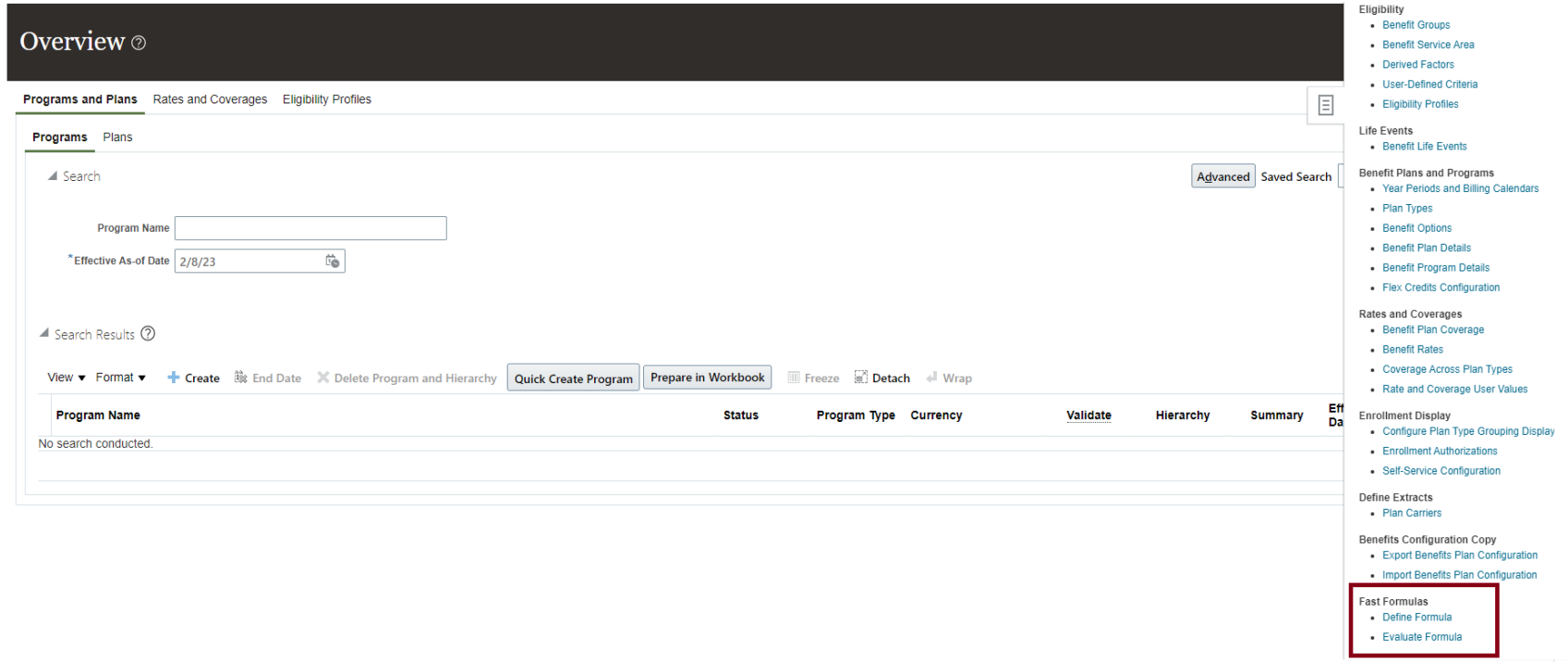
Create and Analyze Fast Formulas in the Plan Configuration Work Area

Users can now create fast formulas from the plan design work area without having to go to the Payroll work area. Also, Oracle has moved the fast formula analyzer to the Plan Configuration work area. Previously, it was in the Evaluation and Reporting work area. The feature functionality remains the same.



Impact Analysis

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

Business Benefit:

This enhancement ensures easy access to fast formulas and reduces the need for additional roles to access these areas.

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Additional Attributes in BENXML Extract

By default, Fusion Benefits Extracts (BENXML Extract file) is populated with an empty original hire date when Users are using V3 seniority date, and Users need to define their own fast formula to fetch the date.

Impact Analysis

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

Business Benefit:

Users can now use the most advanced version of the seniority date feature.

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Person Number as Input Parameter for Batch Processes

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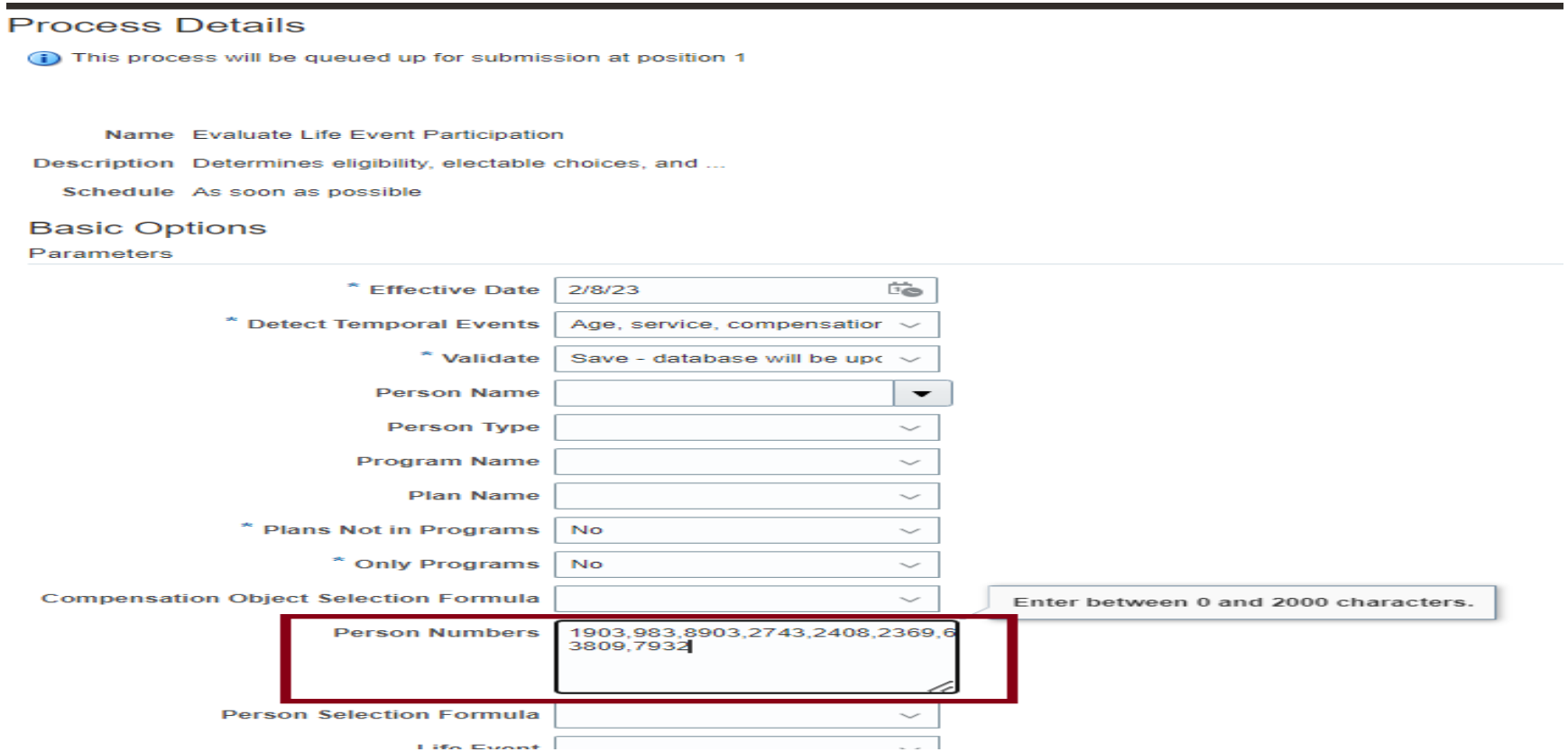
Benefits batch processes can now evaluate a set of comma-separated person numbers in the Person Number field, in the Process Details page.



Impact Analysis

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

Business Benefit:

This enhancement reduces the need to write and maintain person selection formulas.

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Prevent Detecting Life Events for Offer Assignments

The application now doesn't trigger life events when a new offer is made to candidates.
Users can disable this enhancement by adding a new lookup to the table FND_COMMON_LOOKUPS with these details:

- Lookup type: ORA_BEN_SKIP_VALIDATION
- Lookup Value: DISABLE_OFFER_EVENTS_CHECK
- ENABLED_FLAG: Y

Impact Analysis

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

Business Benefit:

This enhancement reduces the number of life events triggered for non-employee job offers. It also improves performance of batch processes by reducing the number of unnecessary life events it evaluates.

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Life Event Setup Diagnostic Report

Users can use the new Life Event Setup Diagnostic Test to see all the setup details of life events. The report provides diagnostics when Users notice issues with life events detecting when they are not expected or life events not getting detected when they are expected.

Role And Privileges needed:
Application Diagnostics Administrator

Impact Analysis

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

Business Benefit:

This enhancement helps Users view all the life event setup details in one place and troubleshoot common setup issues.

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HDL for Close Enrollment Certification Action Items

Users can now use the new Close Enrollment Certification Action Items HDL loader to update the received date or denied date for action items or certifications that will close the action item. These action items include Evidence of Insurability (EOI) documents, such as proof of good health certificates or birth certificates.

Impact Analysis

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

Business Benefit:

This enhancement allows administrators to do mass updates on the received or denied certification dates.

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HSDL for Enrollments and Designations

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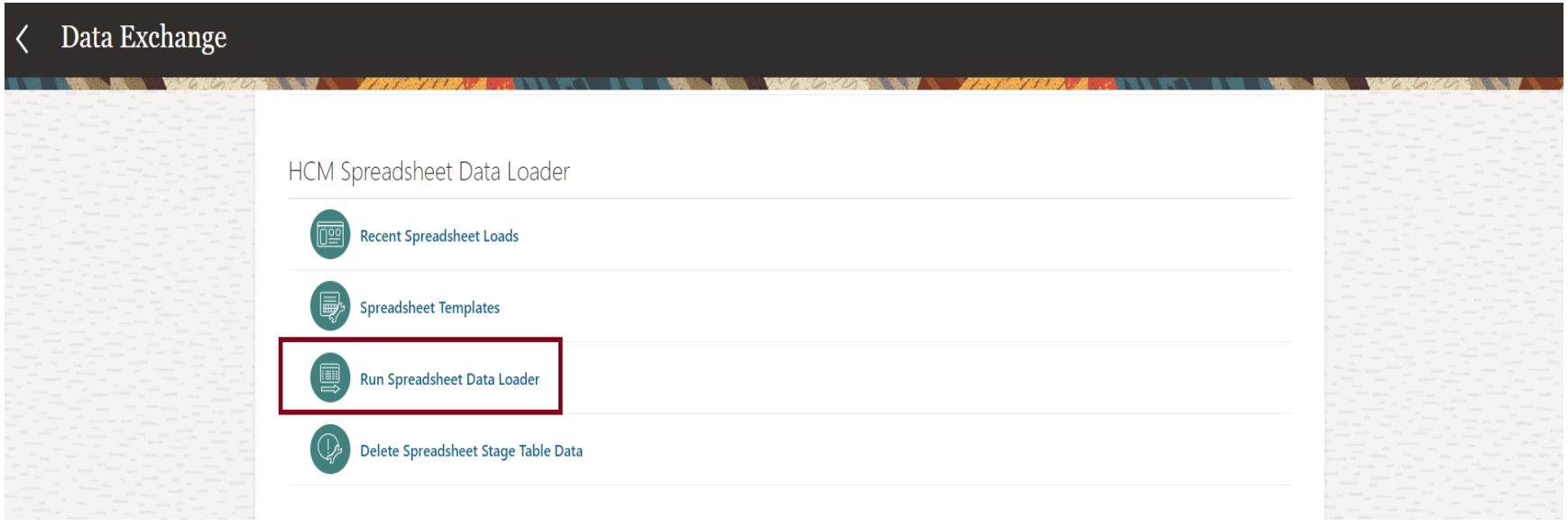
Impact Analysis

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

Users can now use the seeded HCM Spreadsheet Data Loader (HSDL) spreadsheets to upload participant enrollments and designate dependents and beneficiaries.

Users can now use the seeded HSDL spreadsheets to upload the Affordable Care Act (ACA) person details. Also, the existing ADFdi ACA Override Upload spreadsheet loaders will be deprecated.



Business Benefit:

This enhancement allows administrators to do mass updates on the received or denied certification dates.

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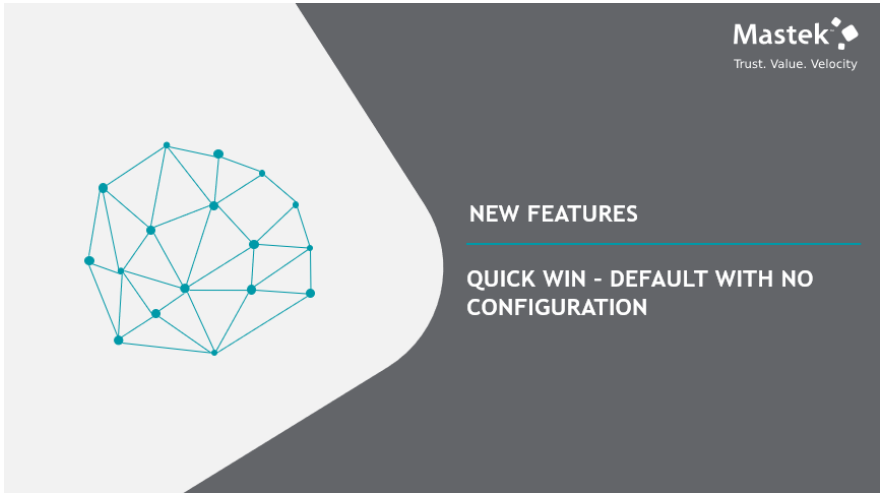

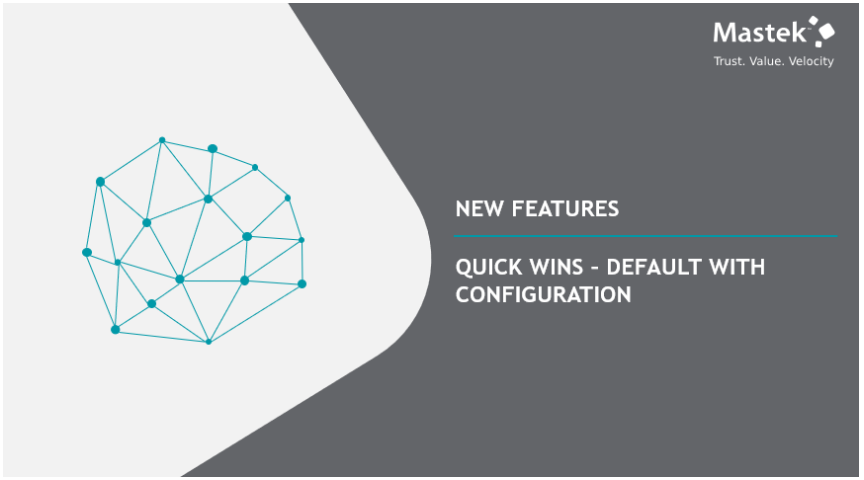

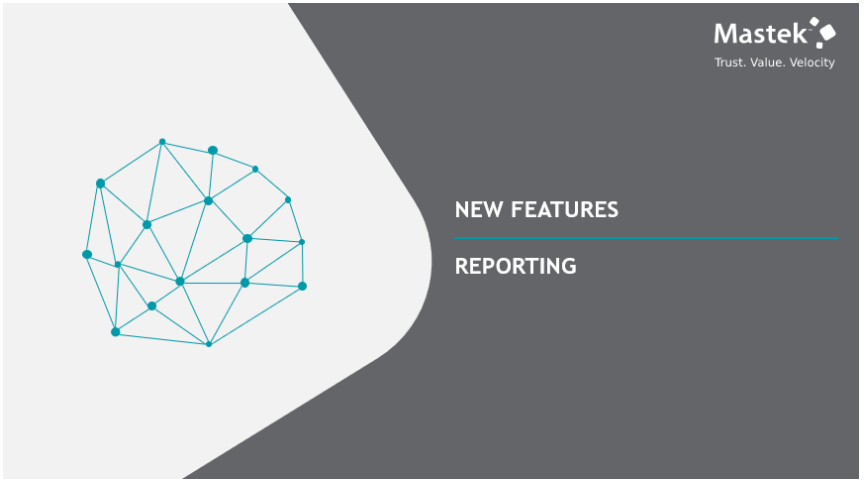

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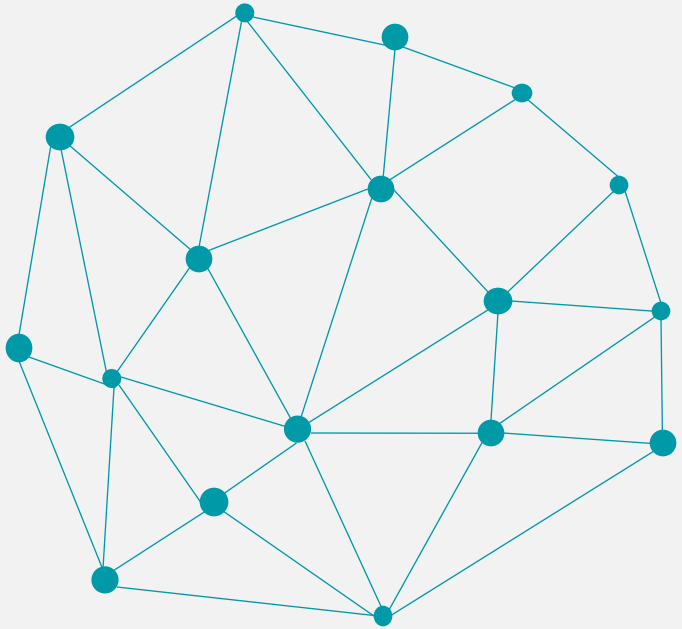

NEW FEATURES

QUICK WINS – DEFAULT WITH CONFIGURATION

ACTIONS IN GRADE STEP PROGRESSION

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Details:

- Users can now use their own custom actions when setting up progression grade ladders and when running grade step progression batch processes. Previously Users could only use the seeded actions.

Impact Analysis

Impact Level	Low
Need to Enable	Yes
Configuration	Yes
Quick Win	Yes

Business Benefit:

With this enhancement Users can use actions and action reasons on User's assignment and salary updates that are more meaningful to business.

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ACTIONS IN GRADE STEP PROGRESSION

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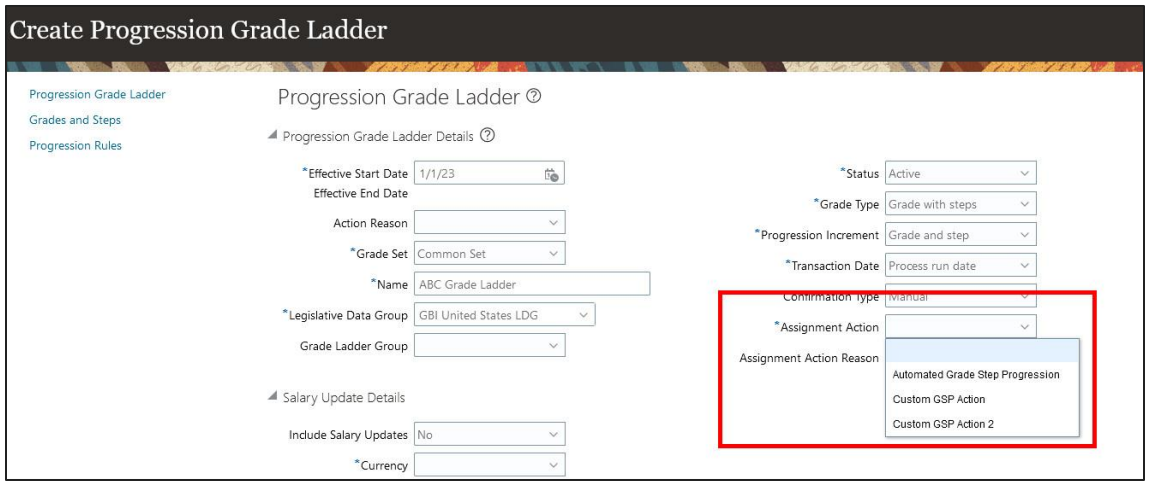

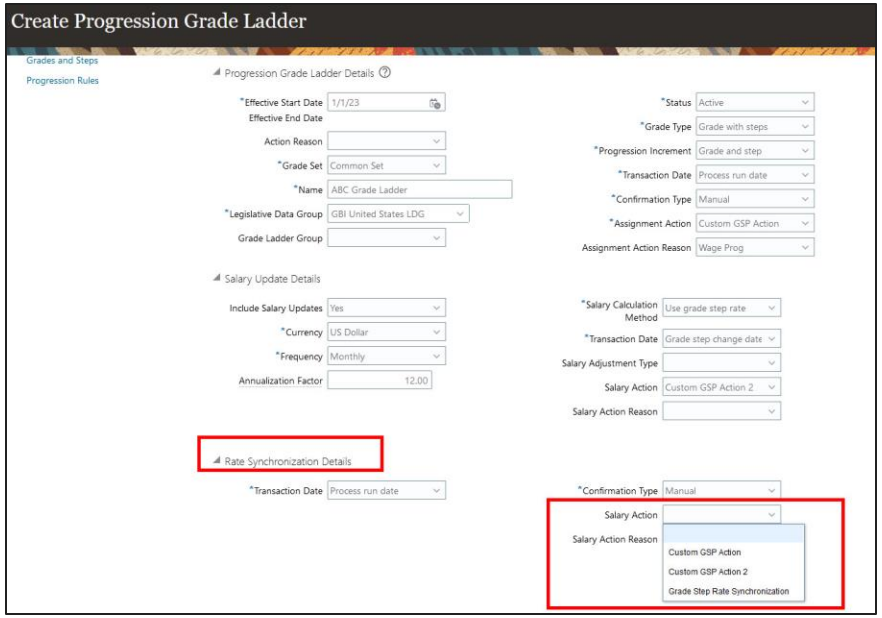

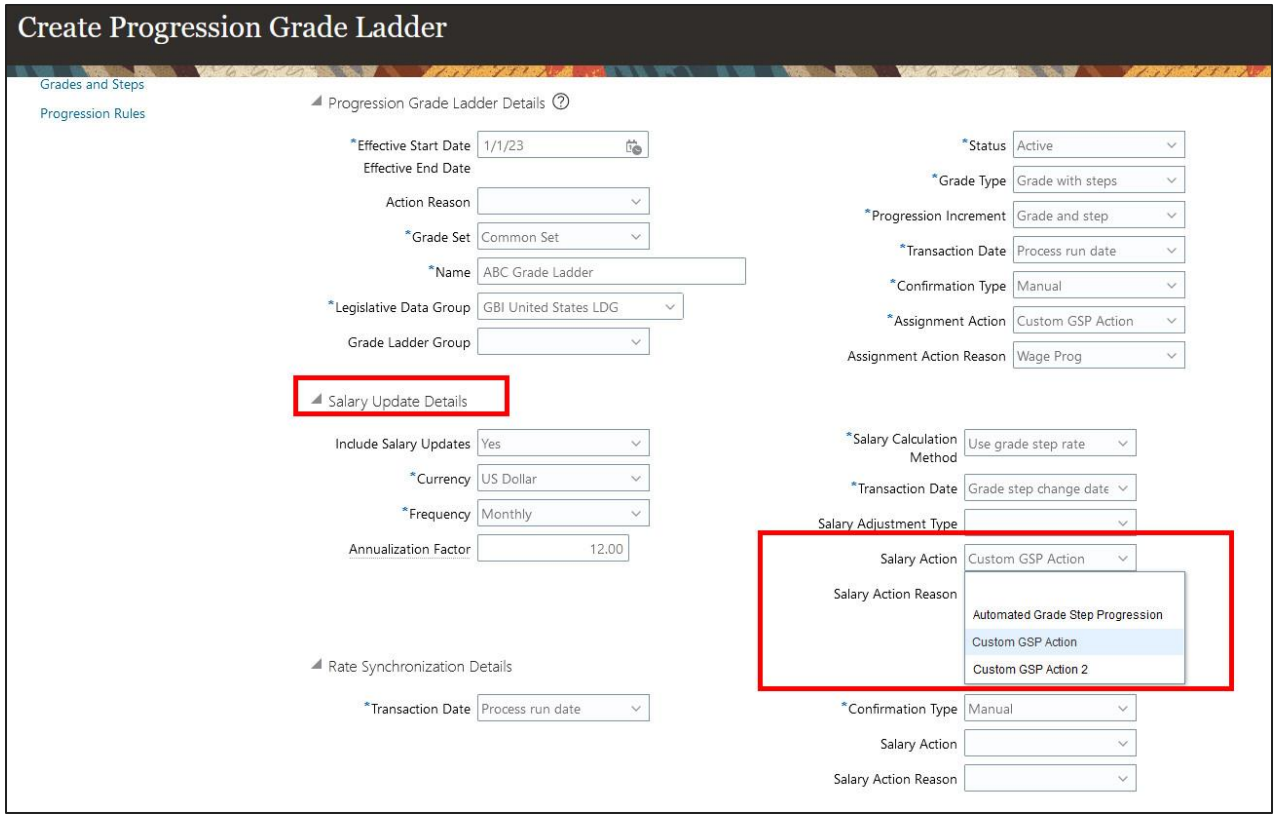

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ACTIONS IN GRADE STEP PROGRESSION

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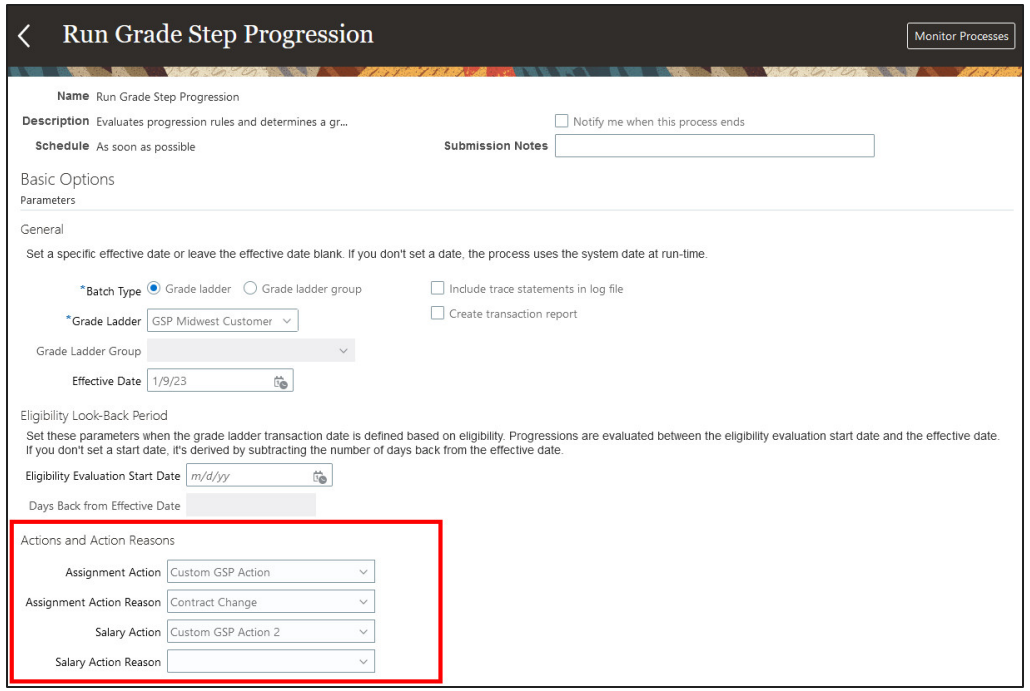
Salary Action fields aren't required, so Users can leave them blank and the processes behave the same as they did before this update. This image shows the Run Grade Step Progression page with custom actions selected for the Assignment Action and Salary Action parameters.



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ACTIONS IN GRADE STEP PROGRESSION

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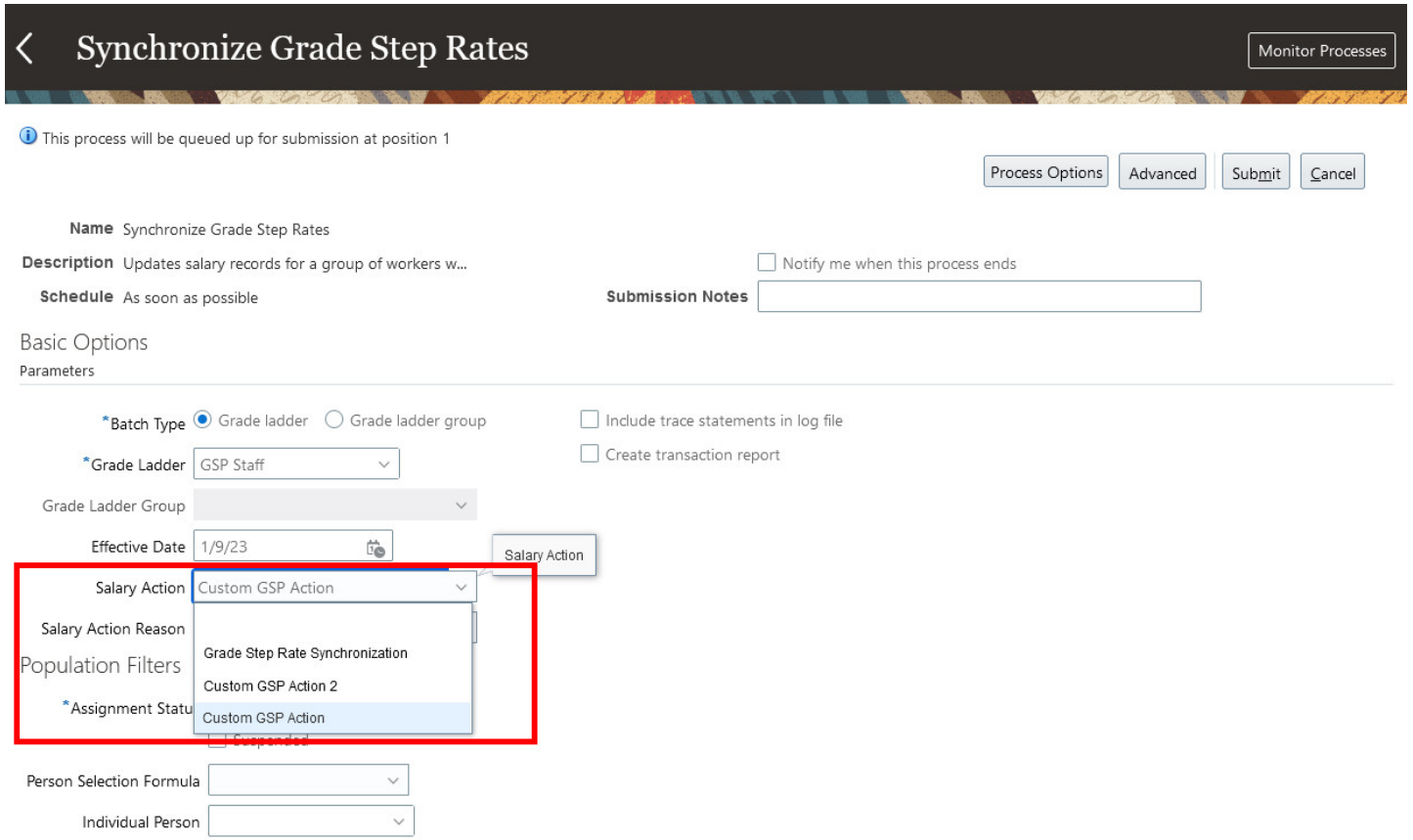
The image shows the Synchronize Grade Step Rates page and the Salary Action choice list with delivered and custom actions



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REDWOOD EXPERIENCE FOR MARKET DATA COMPENSATION TYPES

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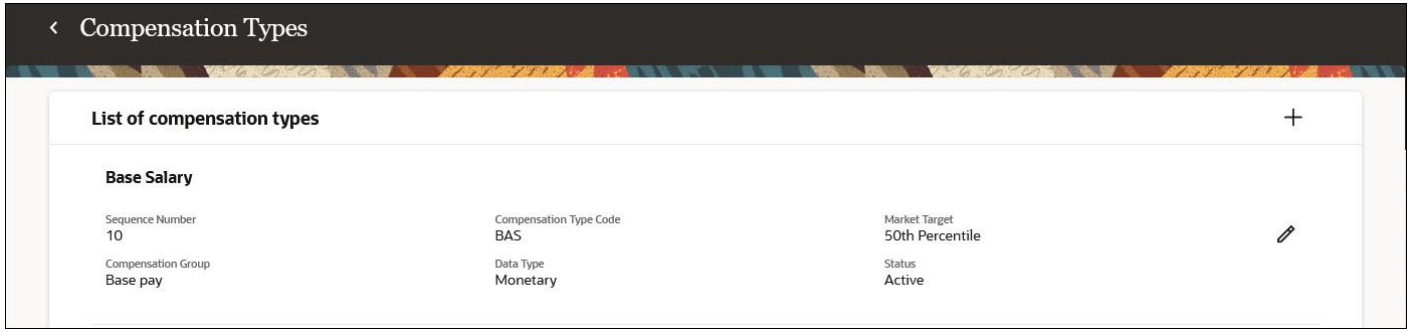
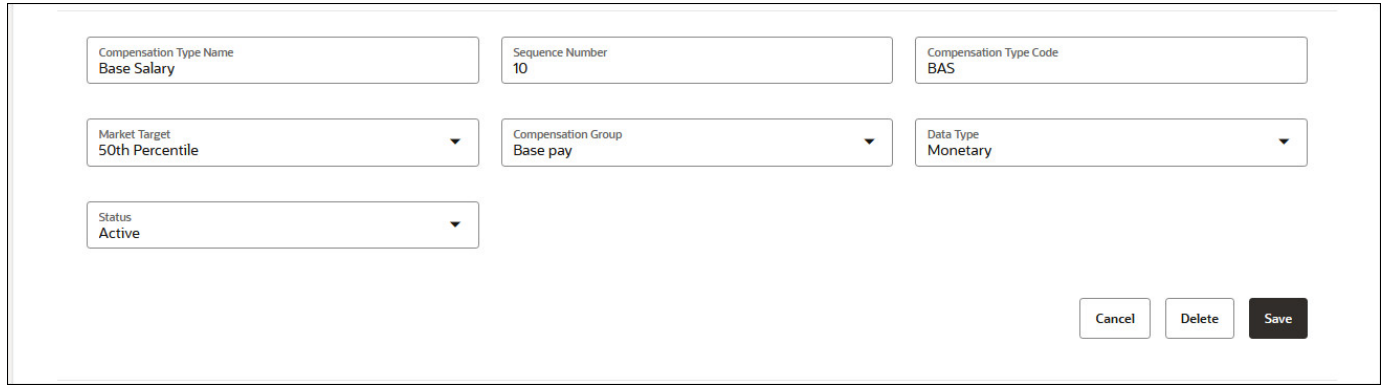
Impact Analysis

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

Details:

Check out the new Compensation Types page that has been recreated in the Redwood tool set Visual Builder Studio (VBS). The page is turned on by default, but Users can disable it using a profile option.





Business Benefit:

The new Compensation Types page developed using the Redwood tool set lets Users experience Redwood's high-fidelity interactions.

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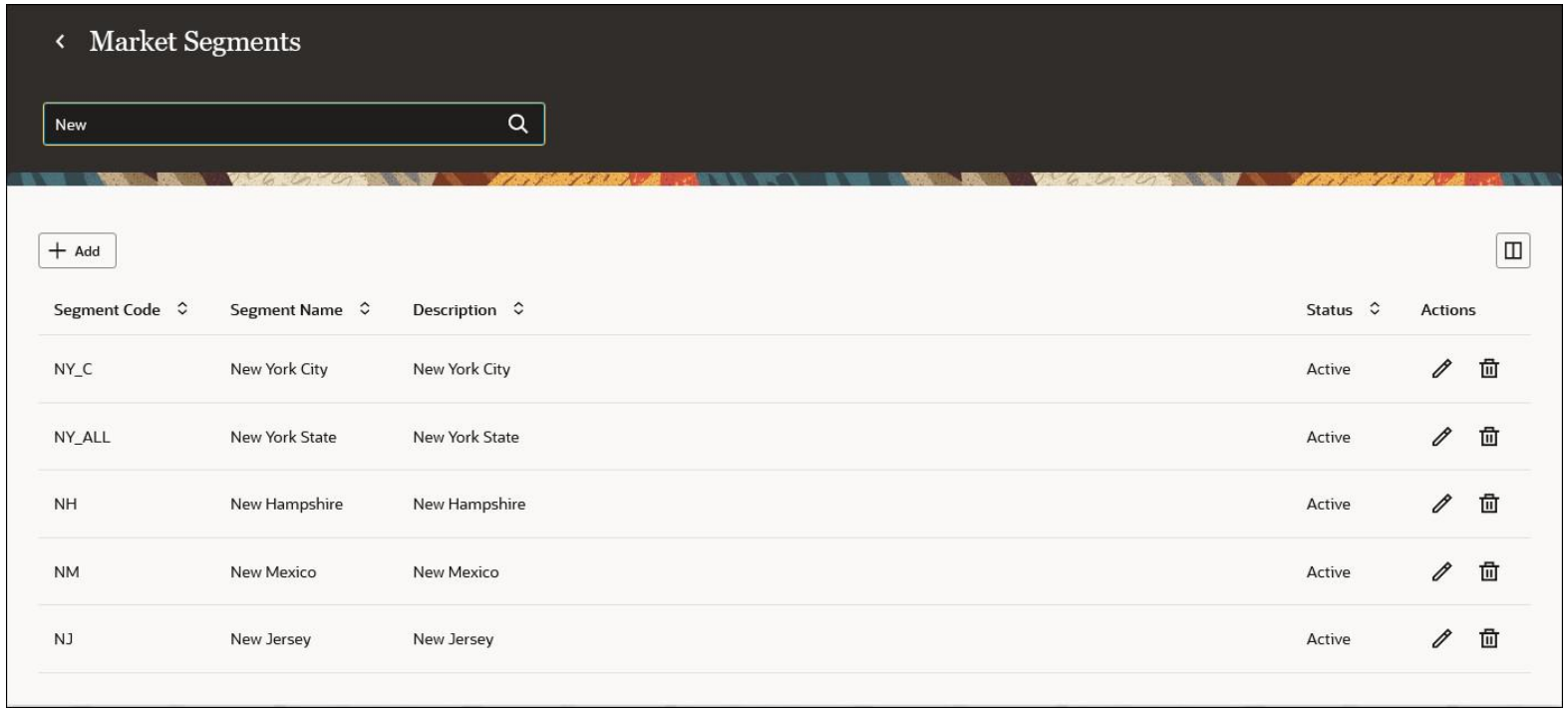
REDWOOD EXPERIENCE FOR MARKET SEGMENTS

Details:

Check out the new Market Segments page that has been recreated in the Redwood tool set Visual Builder Studio (VBS). The page is turned on by default, but Users can disable it using a profile option.



Impact Analysis

Impact Level	Low
Need to Enable	Yes
Configuration	Yes
Quick Win	Yes

Business Benefit:

The new Market Segments page developed using the Redwood tool set lets Users experience Redwood's high-fidelity interactions

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REDWOOD EXPERIENCE FOR MARKET SEGMENTS

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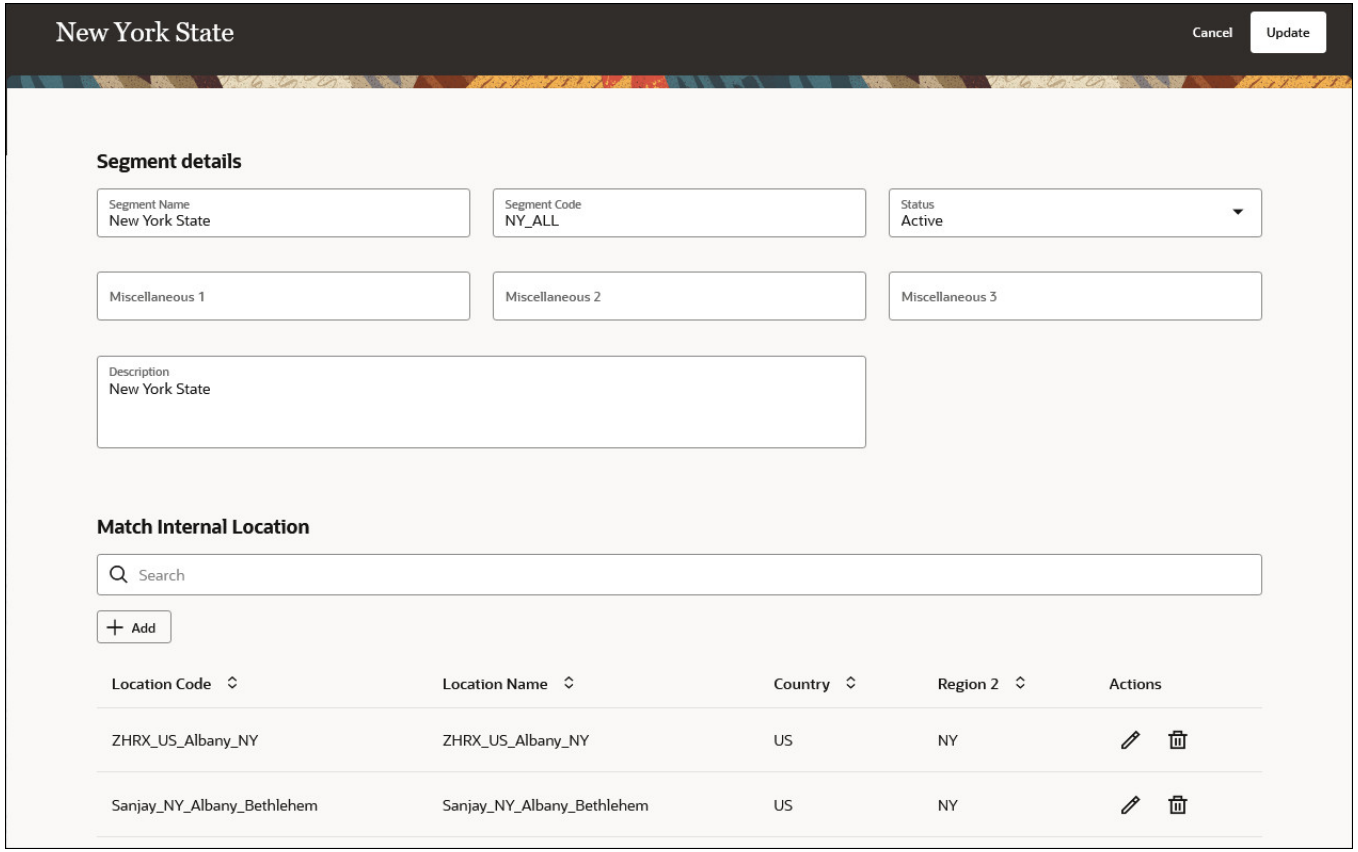

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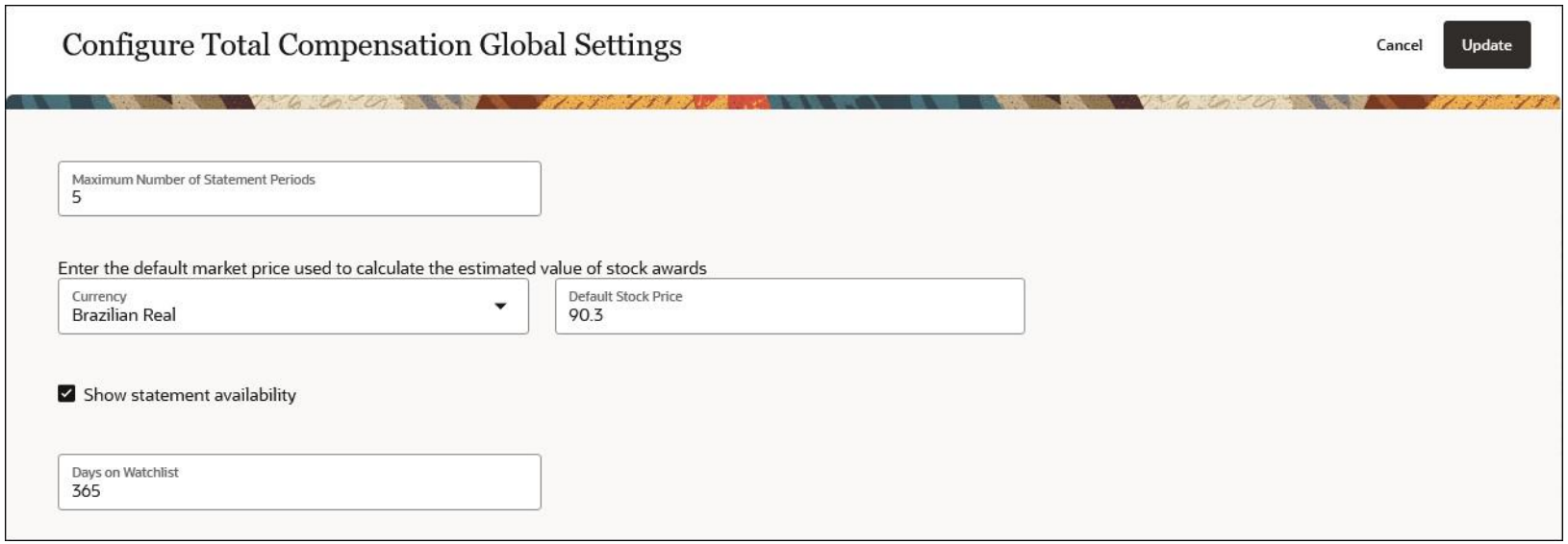
REDWOOD EXPERIENCE FOR CONFIGURE TOTAL COMPENSATION GLOBAL SETTINGS

Impact Analysis

Impact Level	High
Need to Enable	Yes
Configuration	Yes
Quick Win	Yes

Details:

Check out the new Configure Total Compensation Global Settings page that has been recreated in the Redwood tool set Visual Builder Studio (VBS). The page is turned on by default, but Users can disable it using a profile option.



Business Benefit:

The new Configure Total Compensation Global Settings page developed using the Redwood tool set lets Users experience Redwood's high-fidelity interactions.

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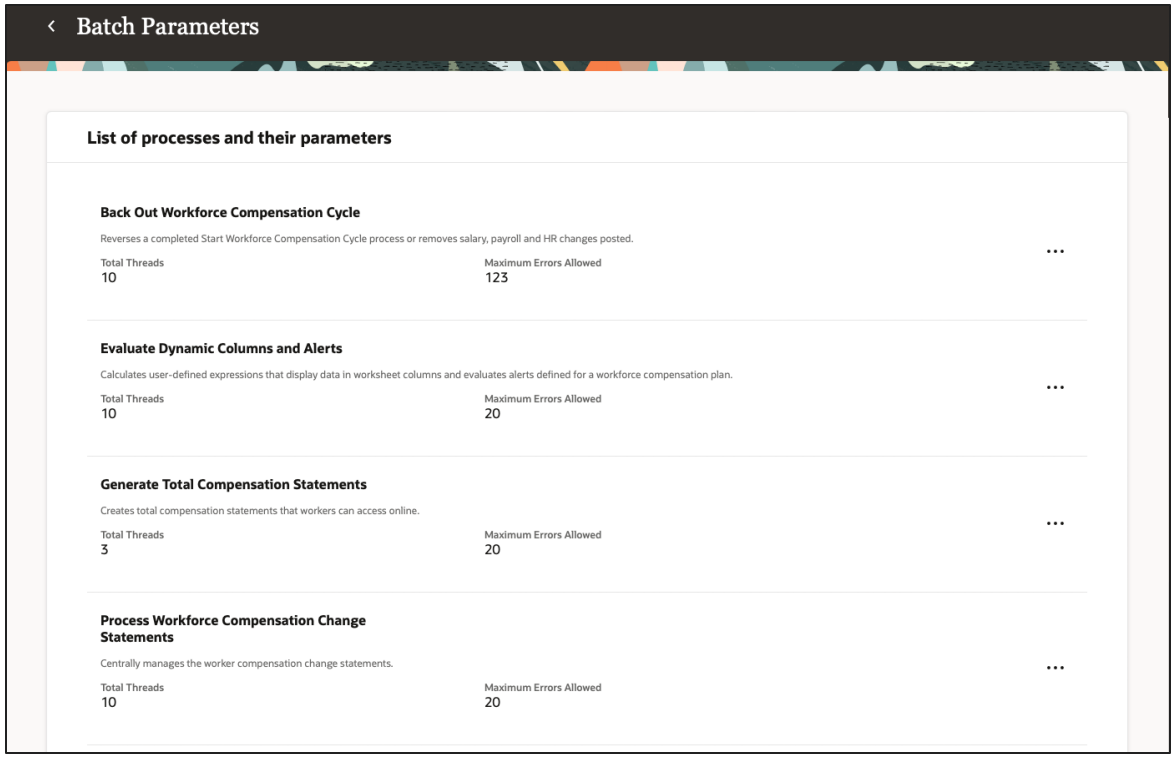
REDWOOD EXPERIENCE FOR BATCH PARAMETERS

Impact Analysis

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

Details:

Check out the new Batch Parameters page that was re-created in the Redwood tool set Visual Builder Studio. The page is turned on by default, but Users can disable it using a profile option.



Business Benefit:

This enhancements continue Users journey into Oracle Redwood solutions.

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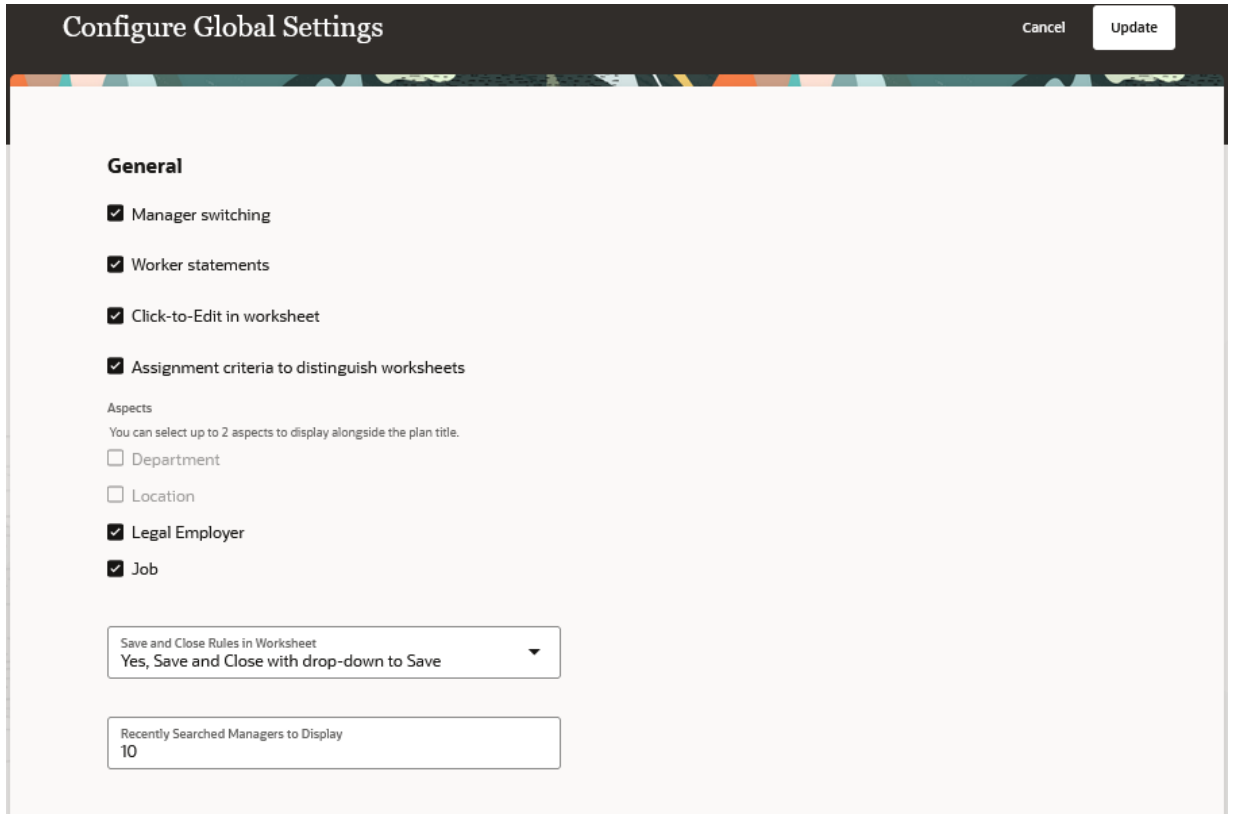
REDWOOD EXPERIENCE FOR CONFIGURE WORKFORCE COMPENSATION GLOBAL SETTINGS

Details:

Check out the new Configure Workforce Compensation Global Settings page that was re-created in the Redwood tool set Visual Builder Studio. The page is turned on by default, but Users can disable it using a profile option.



Impact Analysis

Impact Level	Low
Need to Enable	Yes
Configuration	Yes
Quick Win	Yes

Business Benefit:

With this enhancement allows for an updated look of the Global Settings page.

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REDWOOD EXPERIENCE FOR CONFIGURE WORKFORCE COMPENSATION GLOBAL SETTINGS

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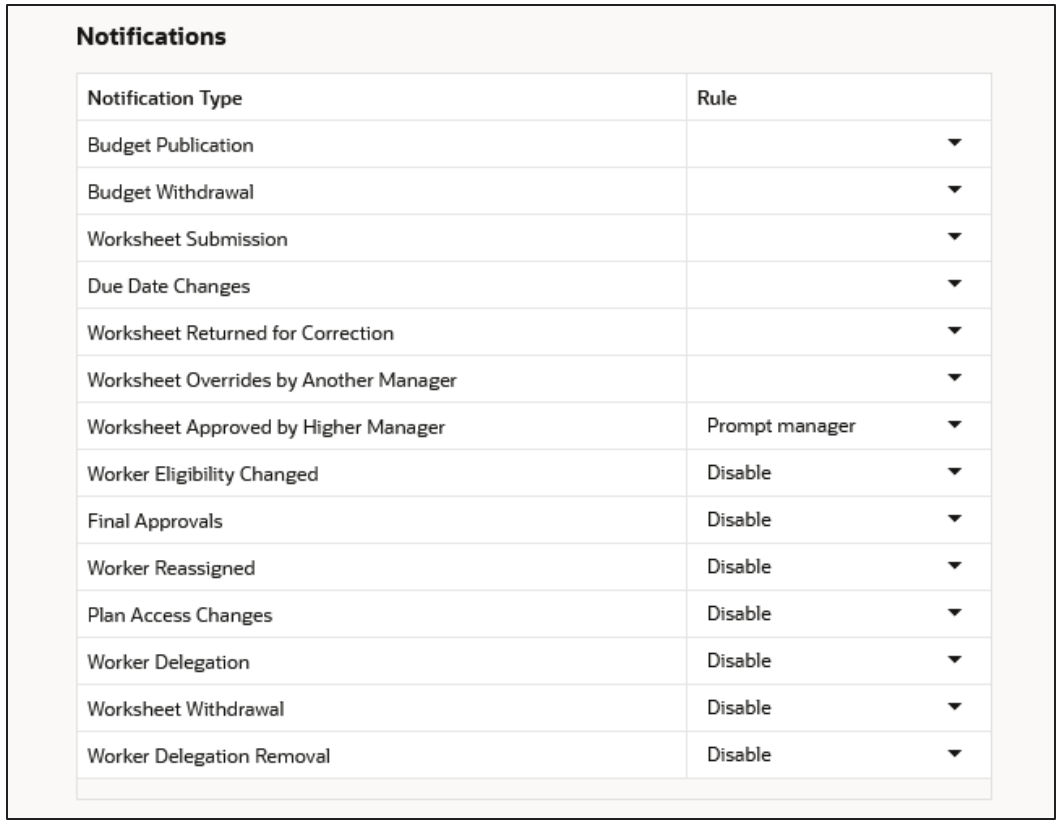

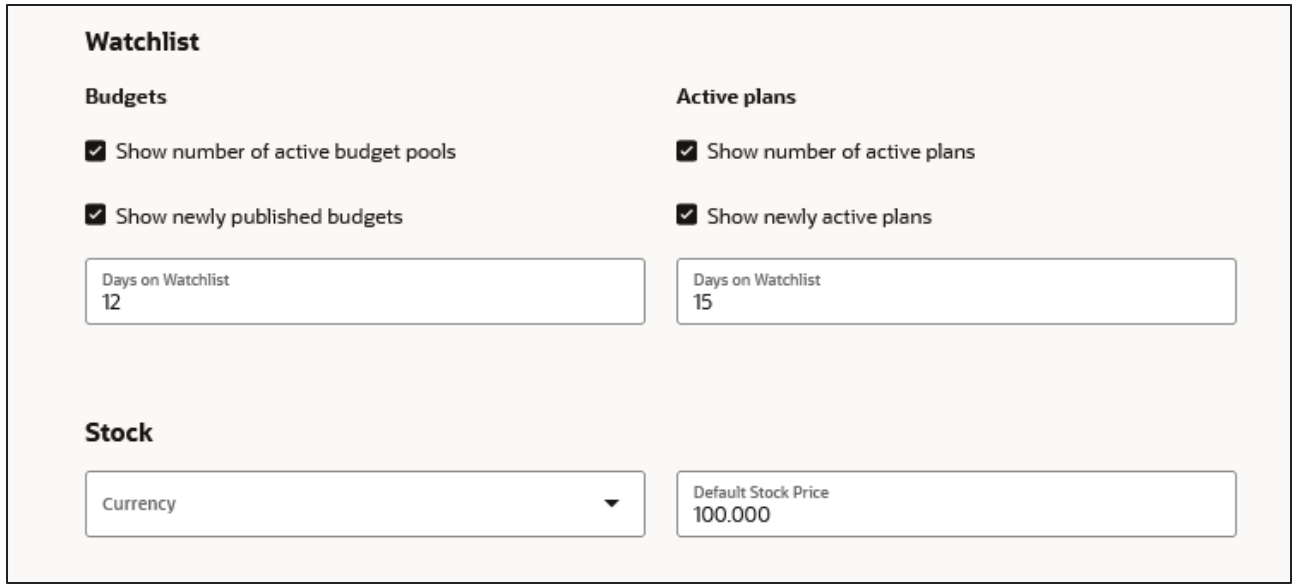

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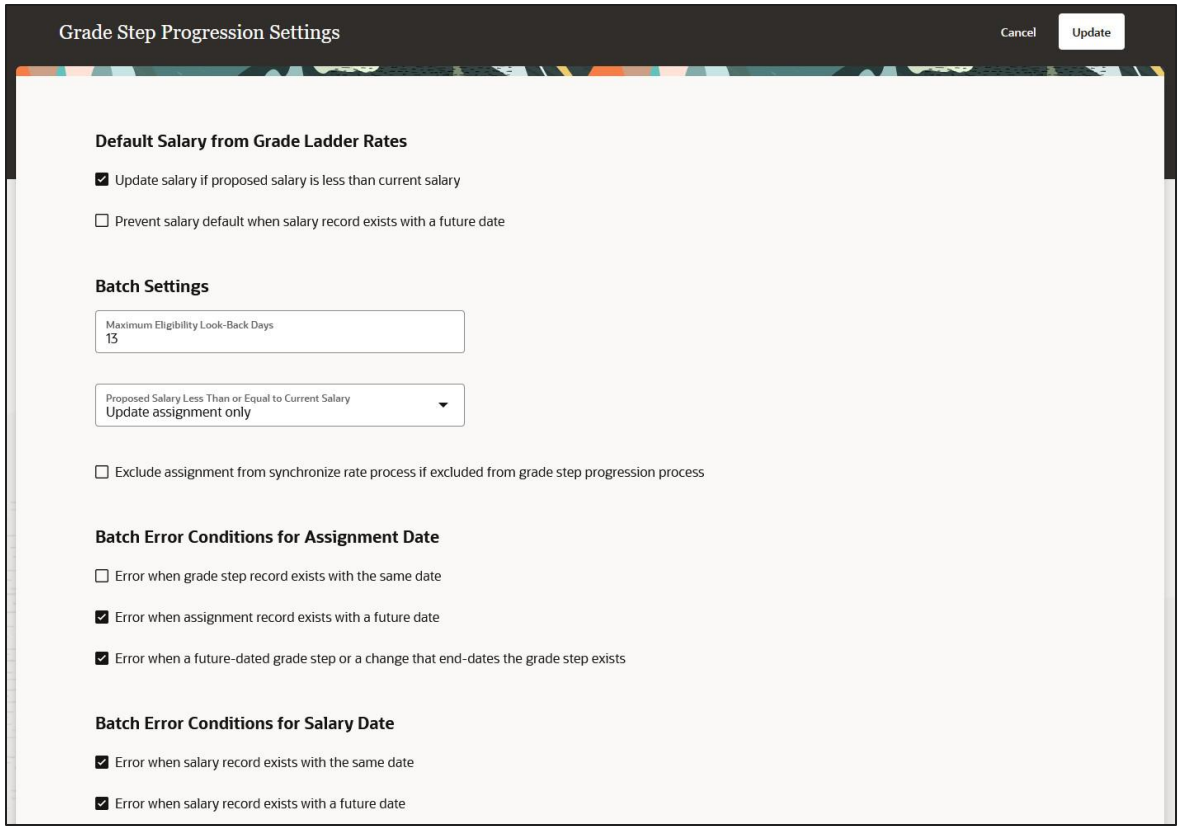
REDWOOD EXPERIENCE FOR CONFIGURING GRADE STEP PROGRESSION

Details:

Oracle created a dedicated page for grade step progression settings using Redwood principles and components to help create cohesiveness throughout the application.

The page is available by clicking the Grade Step Progression Settings quick action, which appears based on the value of a profile option that's enabled by default.



Impact Analysis

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

Business Benefit:

By using this new page, Users can take advantage of the cohesive Redwood experience expanding throughout the application.

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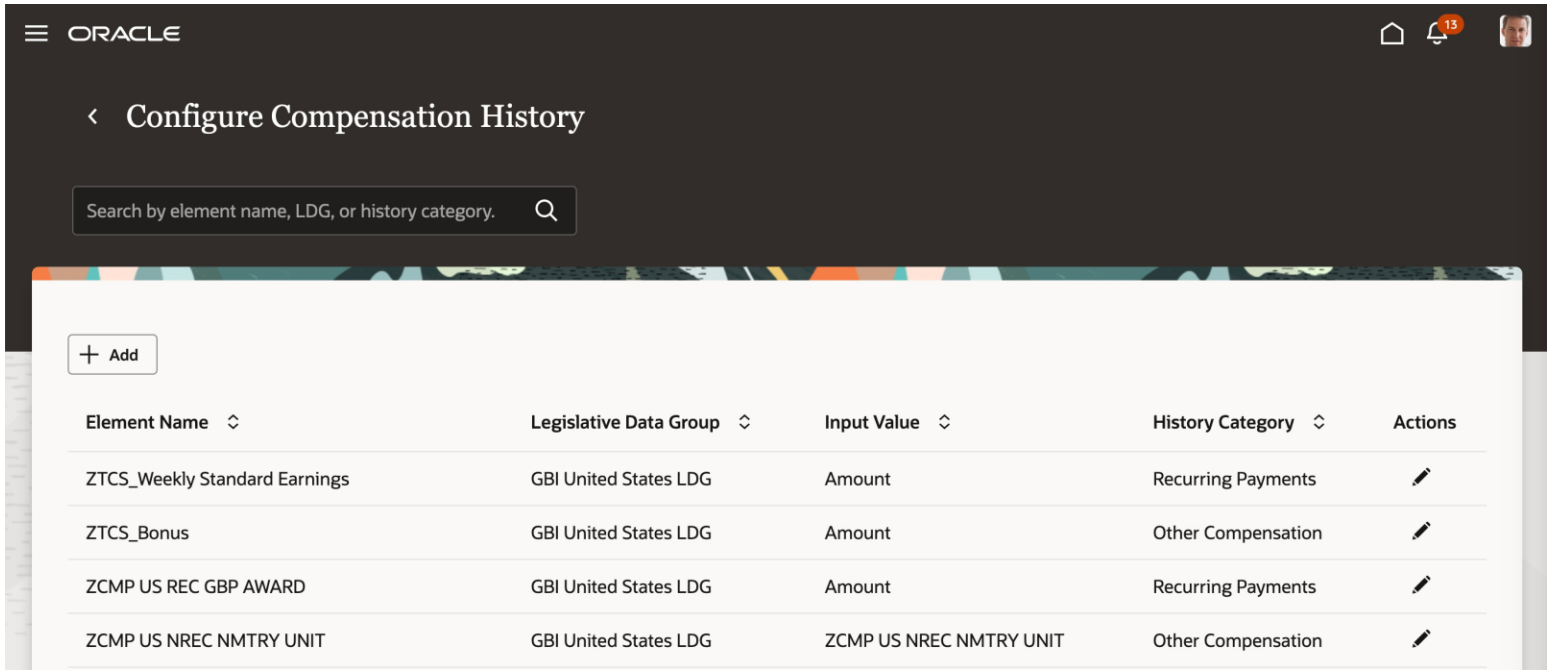
REDWOOD EXPERIENCE FOR CONFIGURE COMPENSATION HISTORY

Impact Analysis

Impact Level	Low
Need to Enable	Yes
Configuration	Yes
Quick Win	Yes

Details:

Users can now let people use the Configure Compensation History page re-created with the Redwood toolkit, when Users enabled the Redwood experience.



Business Benefit:

Continue Users journey into Oracle Redwood solutions.

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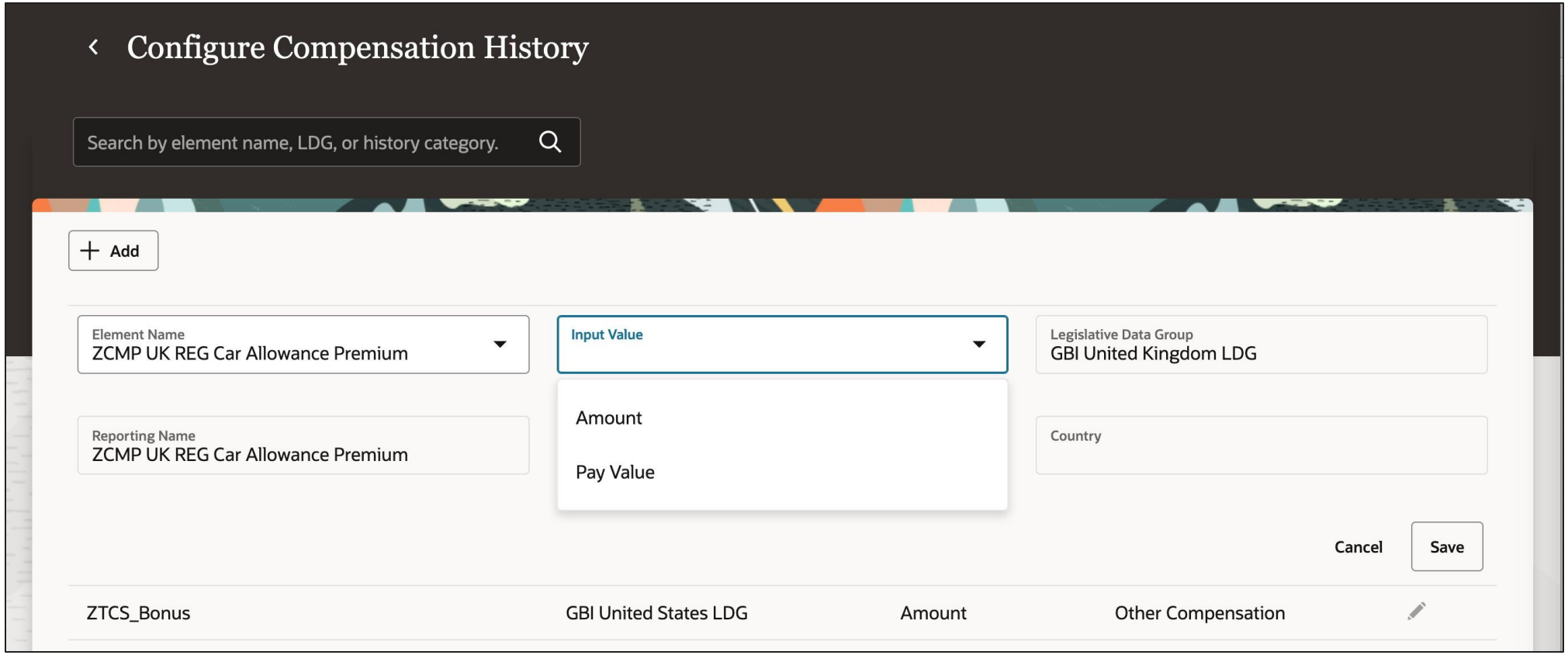
REDWOOD EXPERIENCE FOR CONFIGURE COMPENSATION HISTORY



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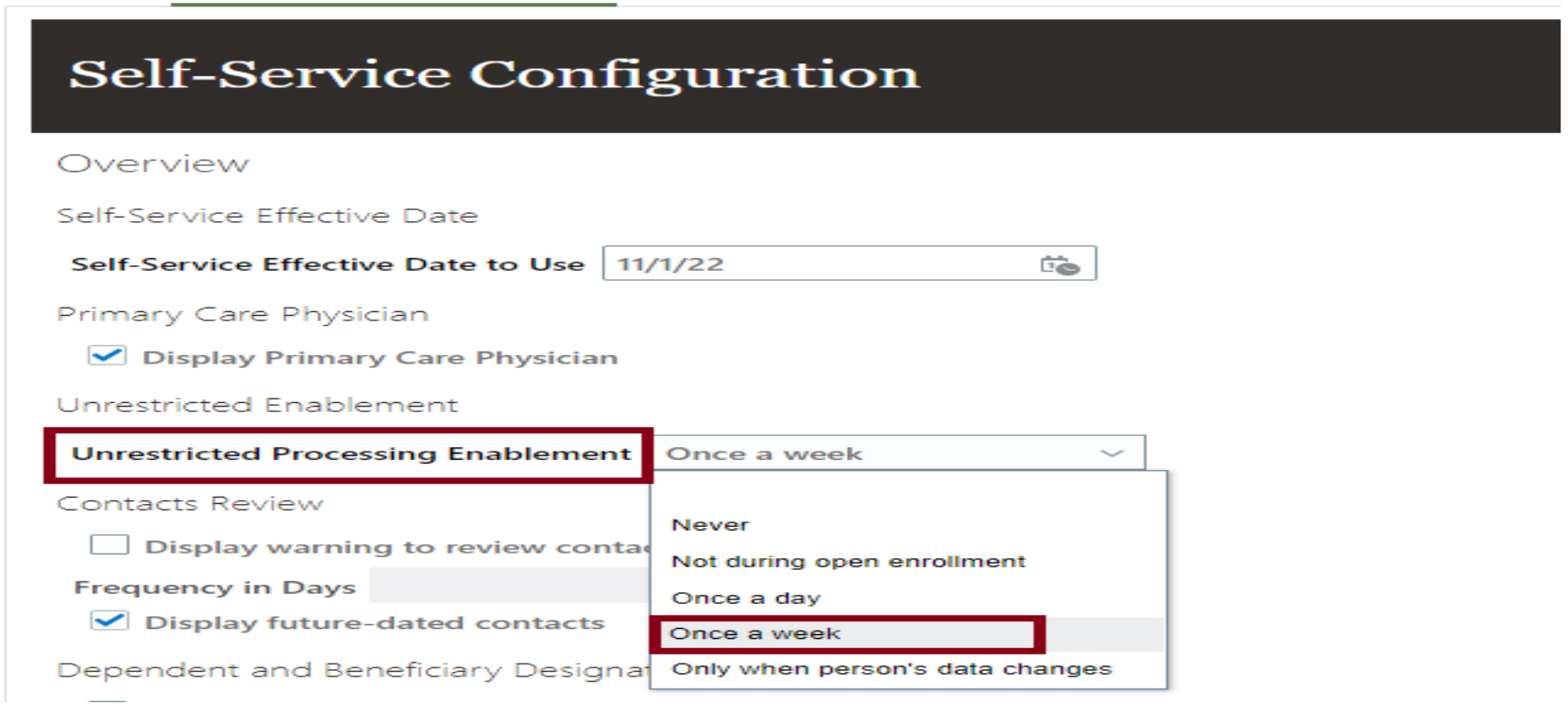
Additional Unrestricted Processing Rule to Process Enrollments Once a week

Users can now use the new unrestricted processing rule called Once a week. Users can use this rule to process the enrollment only once a Week even if the employee visits the enrollment flow and makes changes multiple times during the week.



Impact Analysis

Impact Level	Low
Need to Enable	YES
Configuration	YES
Quick Win	Yes

Business Benefit:

This enhancement reduces the number of unrestricted events that are backed out by the employees. It also reduces the amount of processing required in the unrestricted model.

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Enrollment Authorization as of Life Event Occurred Date

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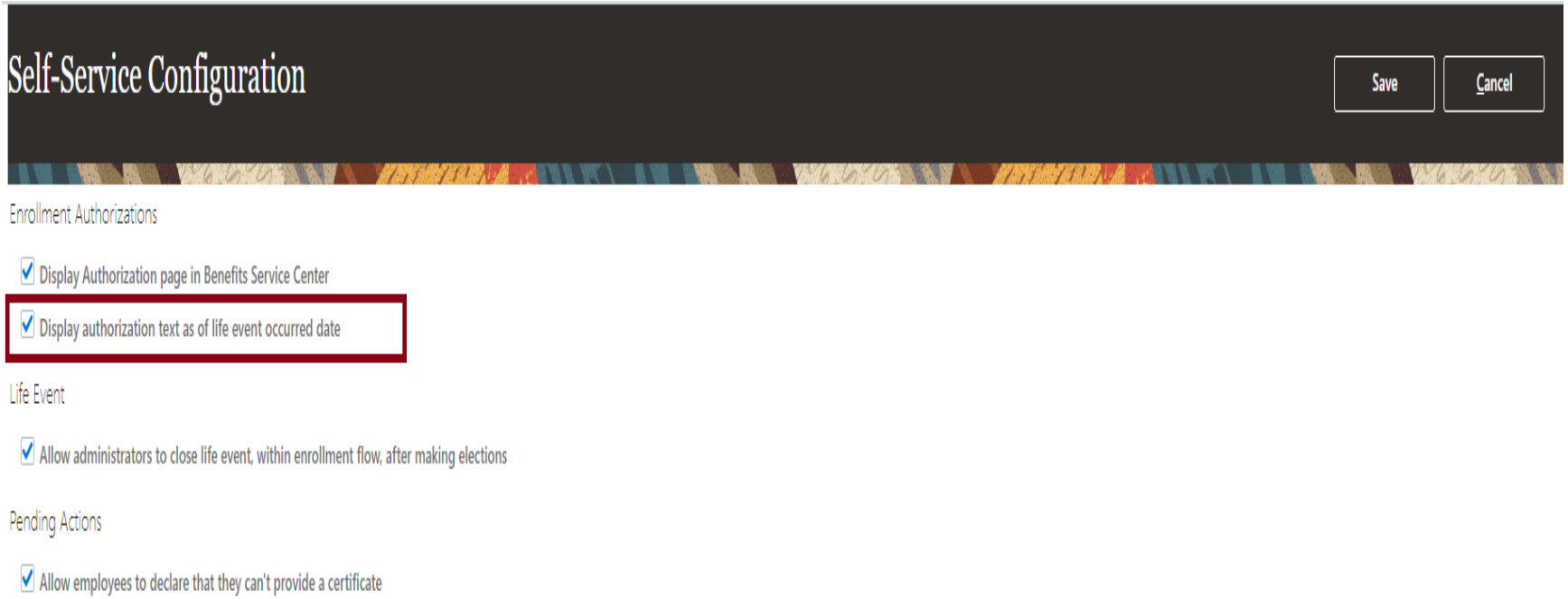
Impact Analysis

Impact Level	Low
Need to Enable	YES
Configuration	YES
Quick Win	Yes

Participants read and accept the enrollment authorization text before they get to the enrollment pages. As a Benefits administrator, Users may update this text based on the business requirements. With this enhancement, Users can display the enrollment authorization text for programs and plans not in programs as of the life event date or effective date. This text appears in the self-service pages and in Benefits Service Center based on Usersr self-service configurations.



Business Benefit:

This enhancement is useful when Users make major changes to the plans periodically and need to call out those changes in the enrollment authorization text. It helps the participants to always see the latest authorization text during open enrollment.

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Redwood Experience for Benefits Balance

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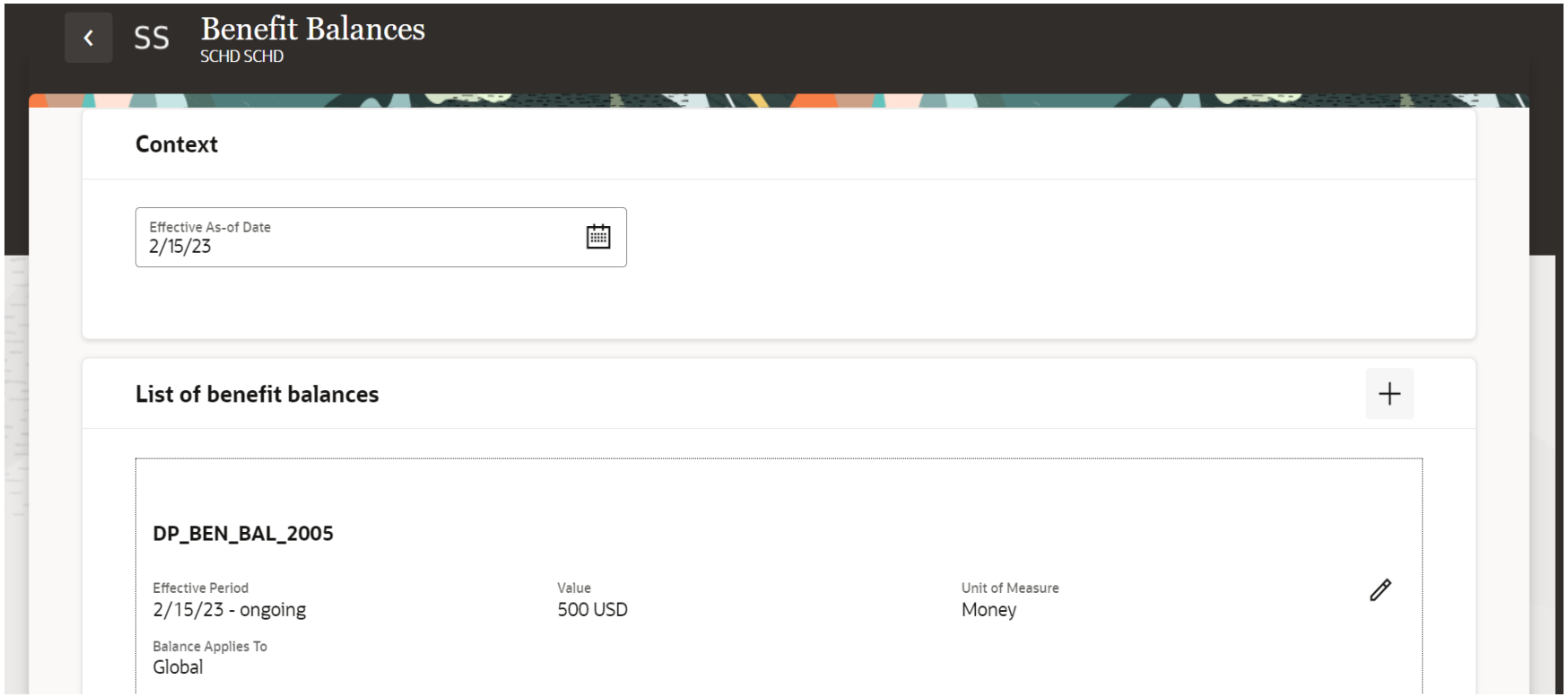
The Benefit Balances page was re-created in the Redwood tool set Visual Builder Studio to improve the user experience by providing the same consistent functionality across Redwood pages. Note that the functionality of the page remains the same



Impact Analysis

Impact Level	Low
Need to Enable	YES
Configuration	YES
Quick Win	Yes

Business Benefit:
This new feature lets Users experience Redwood's high-fidelity interactions.

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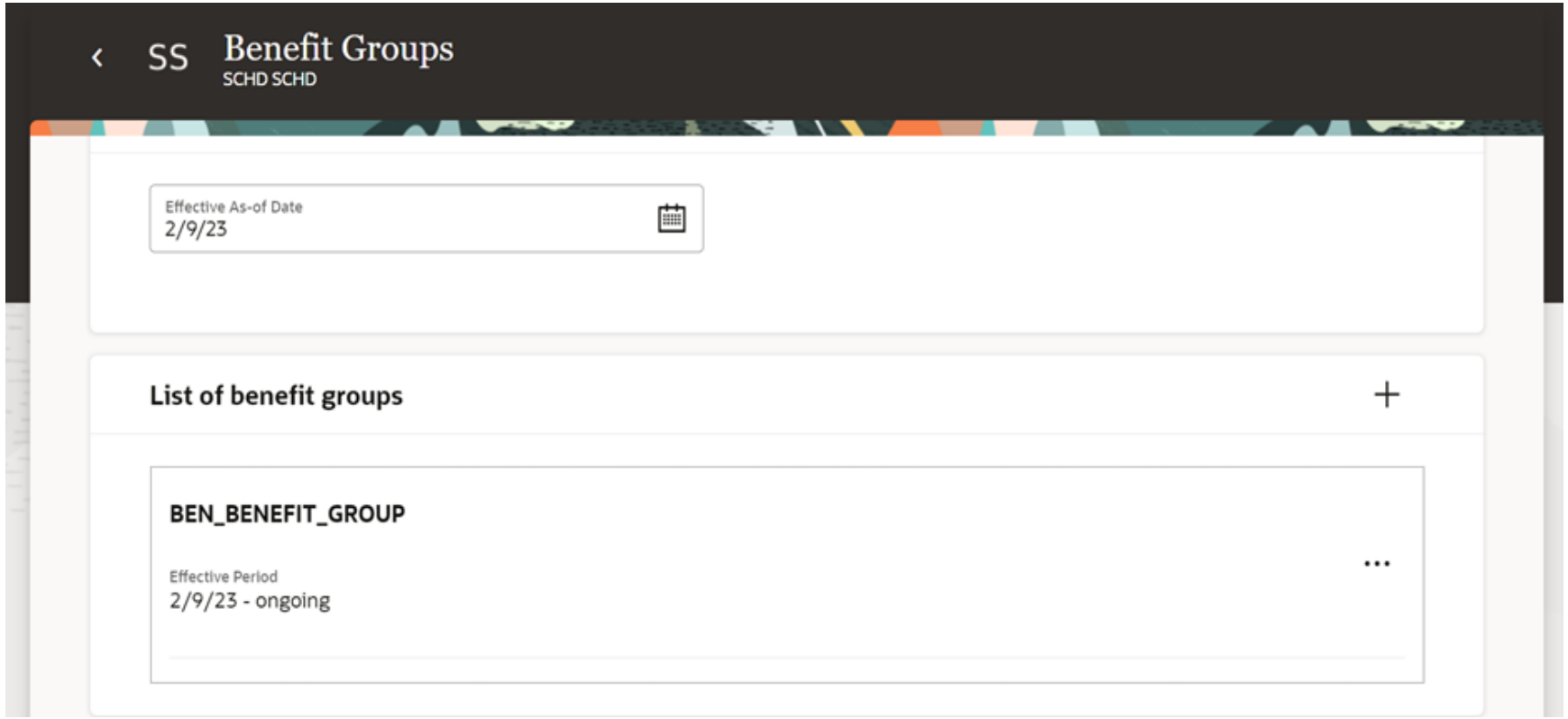
Redwood Experience for Benefit Groups

Impact Analysis

Impact Level	Low
Need to Enable	YES
Configuration	YES
Quick Win	Yes

The Benefit Groups page was re-created in the Redwood tool set Visual Builder Studio to improve the user experience by providing the same consistent functionality across Redwood pages. Note that the functionality of the page remains the same.



Business Benefit:
This new feature lets Users experience Redwood's high-fidelity interactions.

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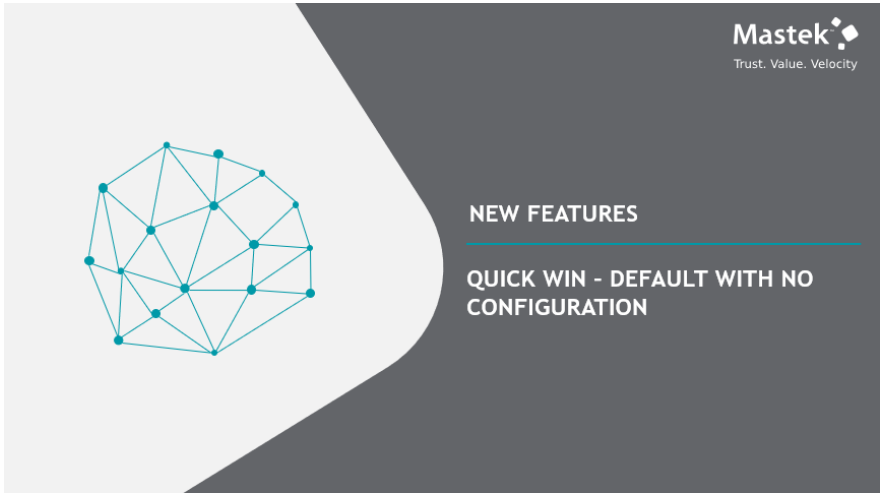

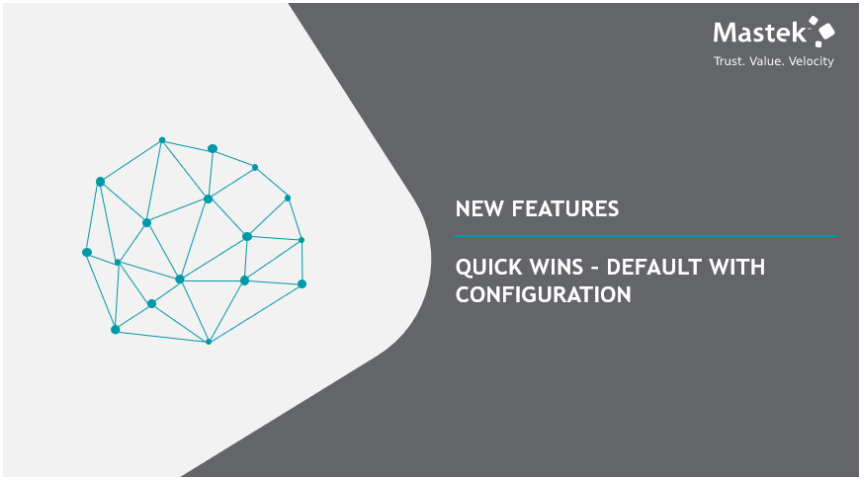

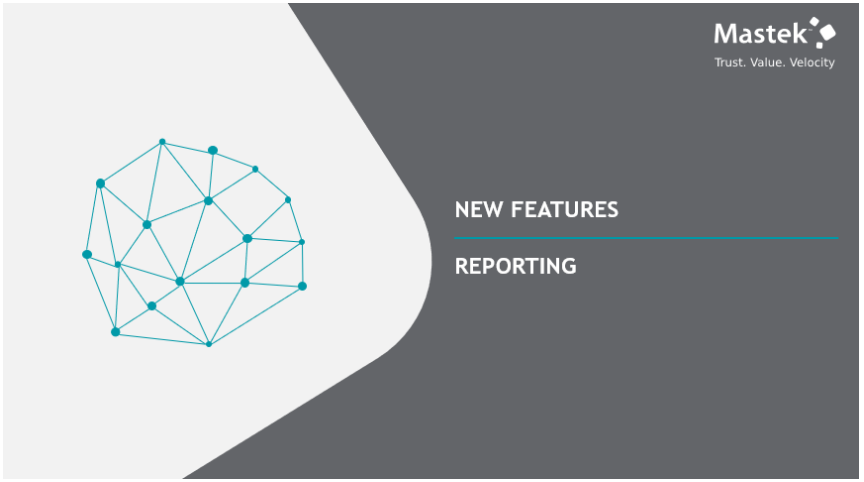

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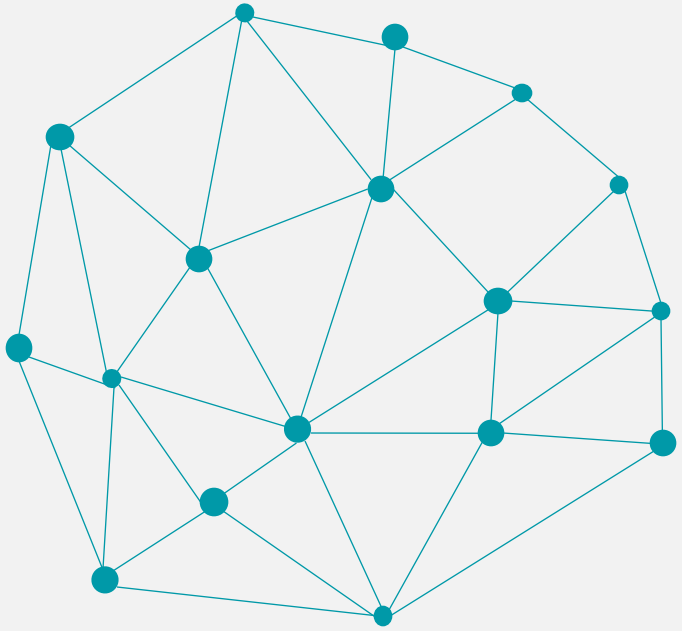
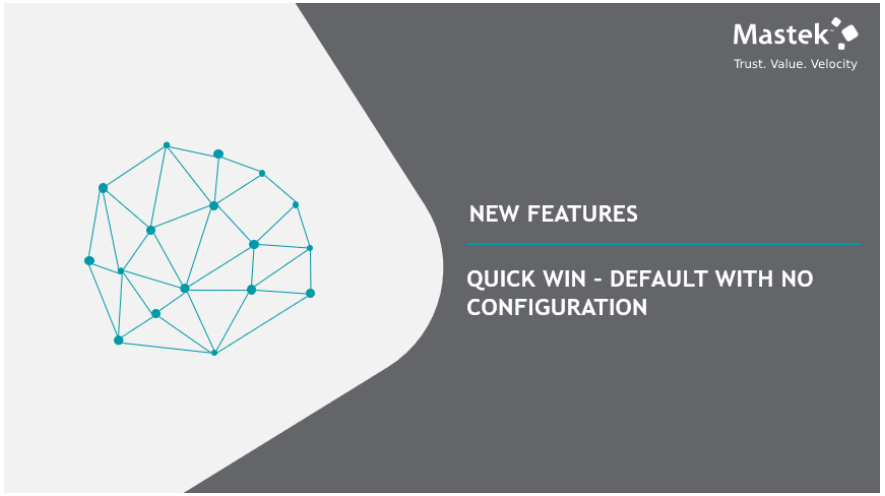
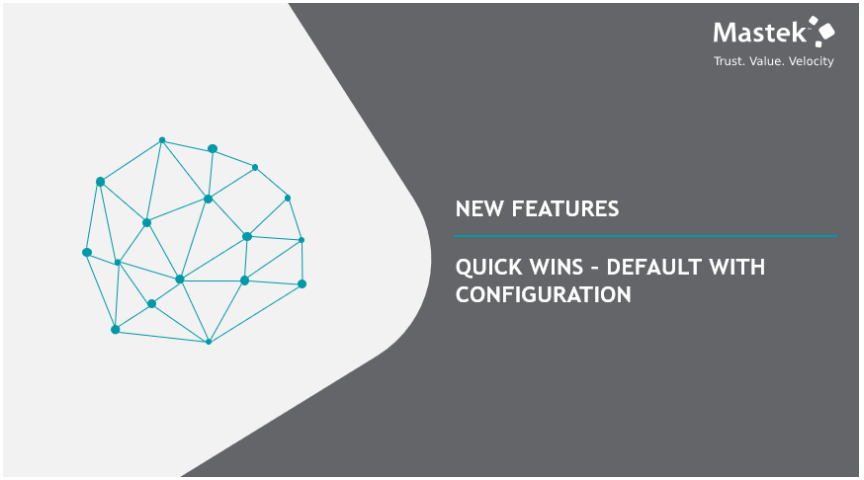
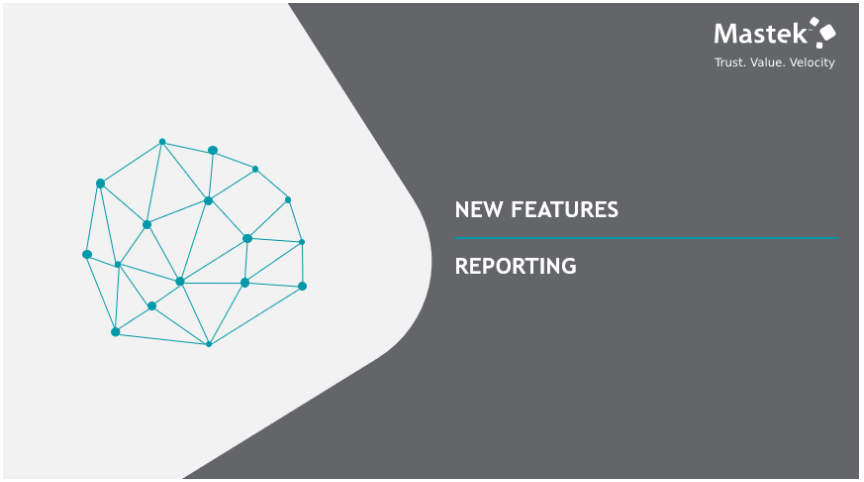


NEW FEATURES

OPT INS - WITH CONFIGURATION







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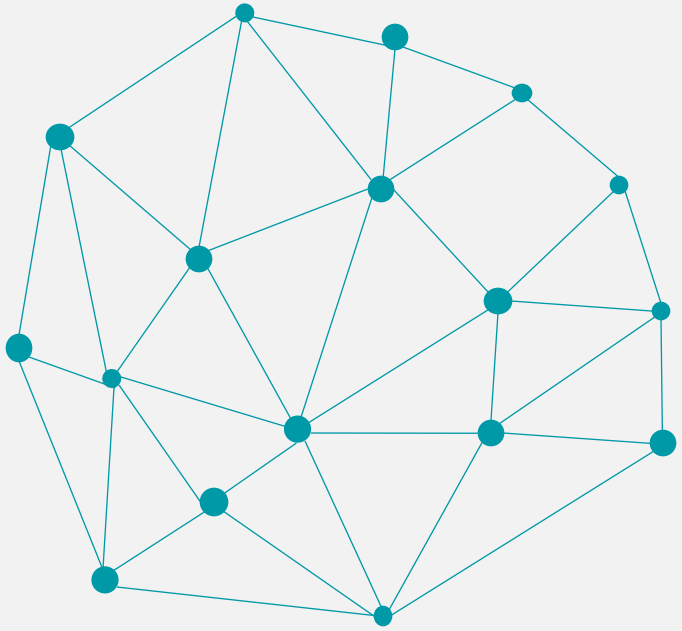

NEW FEATURES

REPORTING

MANAGER STATUS ATTRIBUTE IN COMPENSATION SUBJECT AREAS

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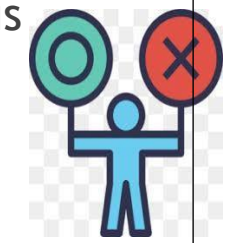
Details:

Oracle introduced logic for manager status that is sensitive to cycle in OTBI to match the application. Oracle made the following changes to the manager status attribute across multiple subject areas and their respective folders.

Subject Area(s)	Folder	Sub Folder	Modified Attribute
1.Compensation - Workforce Compensation Real Time 2.Compensation - Workforce Compensation Budgets Real Time	Compensation Manager	Compensation Person Worksheet Details	Manager Status
	Compensation Worksheet Manager	Compensation Person Worksheet Details for Worksheet Manager	



Impact Analysis

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

Business Benefit:

Enhance reporting on compensation worksheet details by displaying the correct value under the manager status attribute for the compensation plan cycle.

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INDIRECT ASSOCIATION OF WORKER JOB WITH THE SURVEY JOB

Impact Analysis

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

Details:

The assignment job of the worker is connected to the market survey job indirectly when the assignment job is a child of or a parent to the internal benchmark job. With this enhancement, Users can report if:

- Internal Job is Parent, Child, Neither
- Survey Data has direct or indirect association with employee
- Assignment and Survey Job are connected by some parent-job, child-job, or neither category job

These attributes were added to the Compensation - Market Data Real Time, for reporting:

Folder	Attributes
Market Survey Data Details	•Derived Parent or Child Indicator for Internal Job •Derived Parent or Child Indicator for Internal Job Code •Direct or Indirect Indicator for Worker Job •Direct or Indirect Indicator for Worker Job Code
Market Survey Job	•Intrinsic Parent or Child Indicator for Internal Job •Intrinsic Parent or Child Indicator for Internal Job Code

Business Benefit:

Enhance reporting on market survey job data that are associated with the worker's assignment jobs indirectly.

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Closing Q&A

CLOUD ENHANCEMENT SERVICES

CLOSING NOTE

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1. What happens next?
    1. Presentation
    2. Session Recording
2. Speak with CES Support Manager or CES Service Manager
    1. for additional services around quarterly updates
    2. Learn more about Innovation
3. Next Sessions ?

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