

Mastek

Cloud Enhancement &
Managed Services

Live Webinar

Host:

Hardik Patel
CEMS Operations Manager

Speaker:

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Consultant

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Trust. Value. Velocity

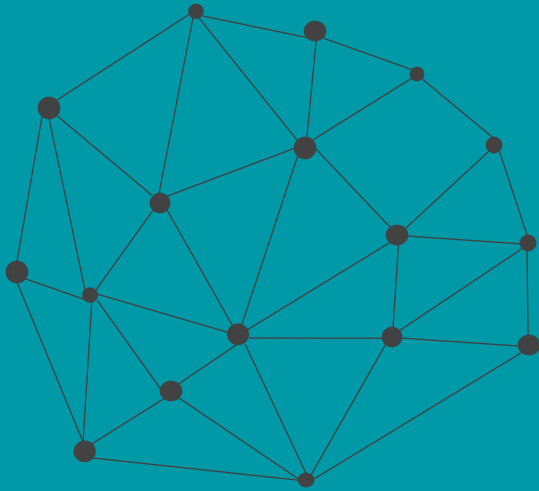
24A BENEFITS AND COMPENSATION

Empowering you for the next update



ORACLE | Partner





DISCLAIMER

These advisory webinars are organized to equip you 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.

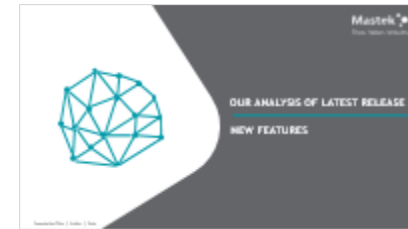
AGENDA



Our Approach to Oracle Update

Our Analysis of Latest Release
- New Features
- Known Issues (If any)

Closing
- Q&A



How to read each Feature Summary?

Mastek Feature Analysis for Your Business

New Feature Introduced in latest release by Oracle

Short Description of the New Feature

Business Benefits realized from the New Feature

ABILITY TO CHANGE CONTACT START DATE

DETAILS:

- If you're an HR Specialist, you can now change a contact's start date on the Family and Emergency Contacts page. As an HR Specialist, you can now complete all your administrative tasks using the responsive pages.
- This feature isn't available for an employee or contingent worker while viewing their contacts' information.

BUSINESS BENEFIT:

Ensure correct data that can be used for any family benefits

Impact Analysis

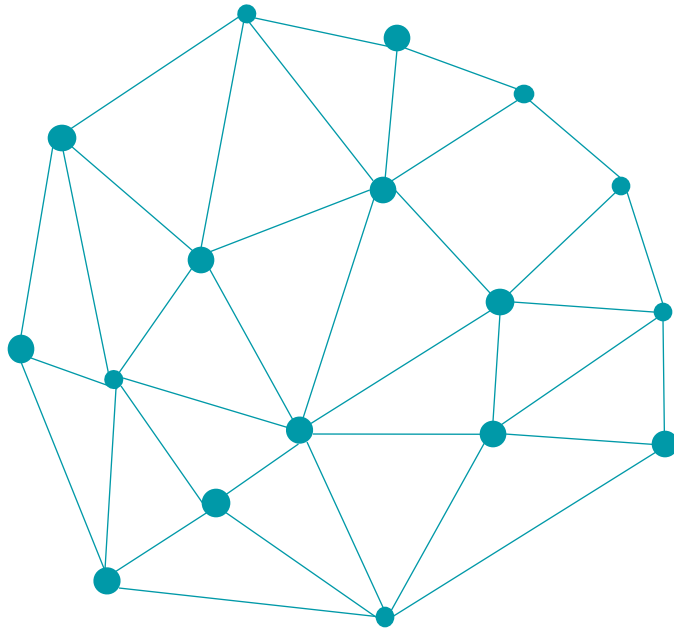
Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

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.

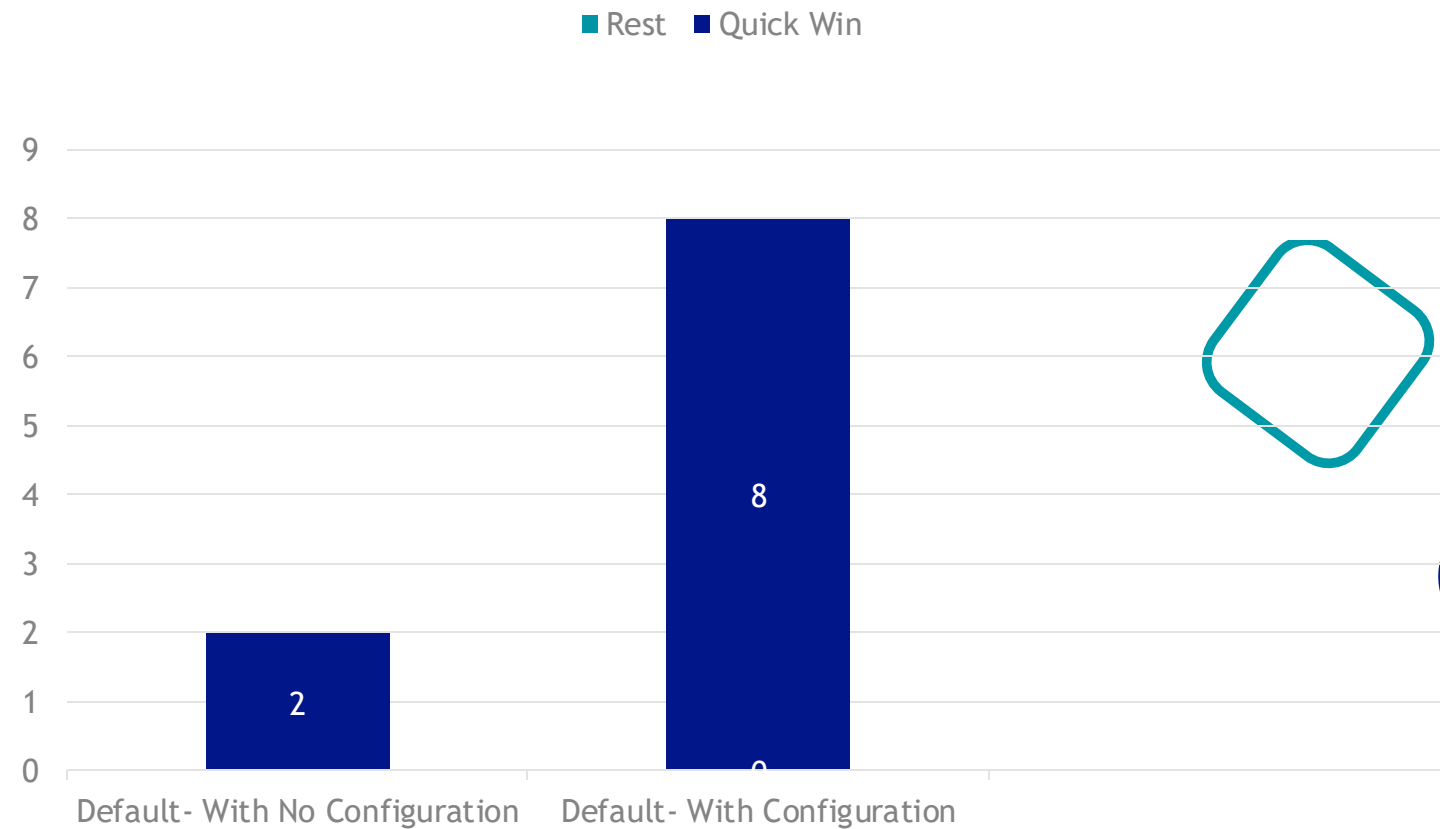



OUR ANALYSIS OF LATEST RELEASE

NEW FEATURES


10
Compensation & Benefits

Oracle Fusion Benefits and Compensation





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NEW FEATURES

QUICK WIN - DEFAULT WITH NO CONFIGURATION

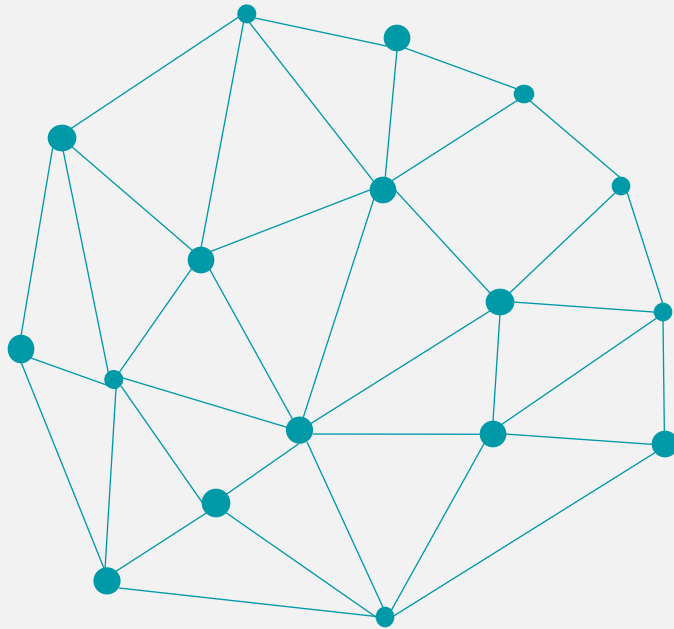


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NEW FEATURES

QUICK WINS - DEFAULT WITH CONFIGURATION



NEW FEATURES

**QUICK WIN - DEFAULT WITH NO
CONFIGURATION**

UPTAKE OF GLOBAL HR STANDARD WORKING HOURS CHANGES

Compensation

Details:

This feature support changes to the Global HR Standard Working Hours. It allows people to derive working hours based on position, job, location, department, legal employer, or enterprise. Previously, Workforce Compensation only used Standard Working Hours information from the original release.

Impact Analysis

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

Business Benefit:

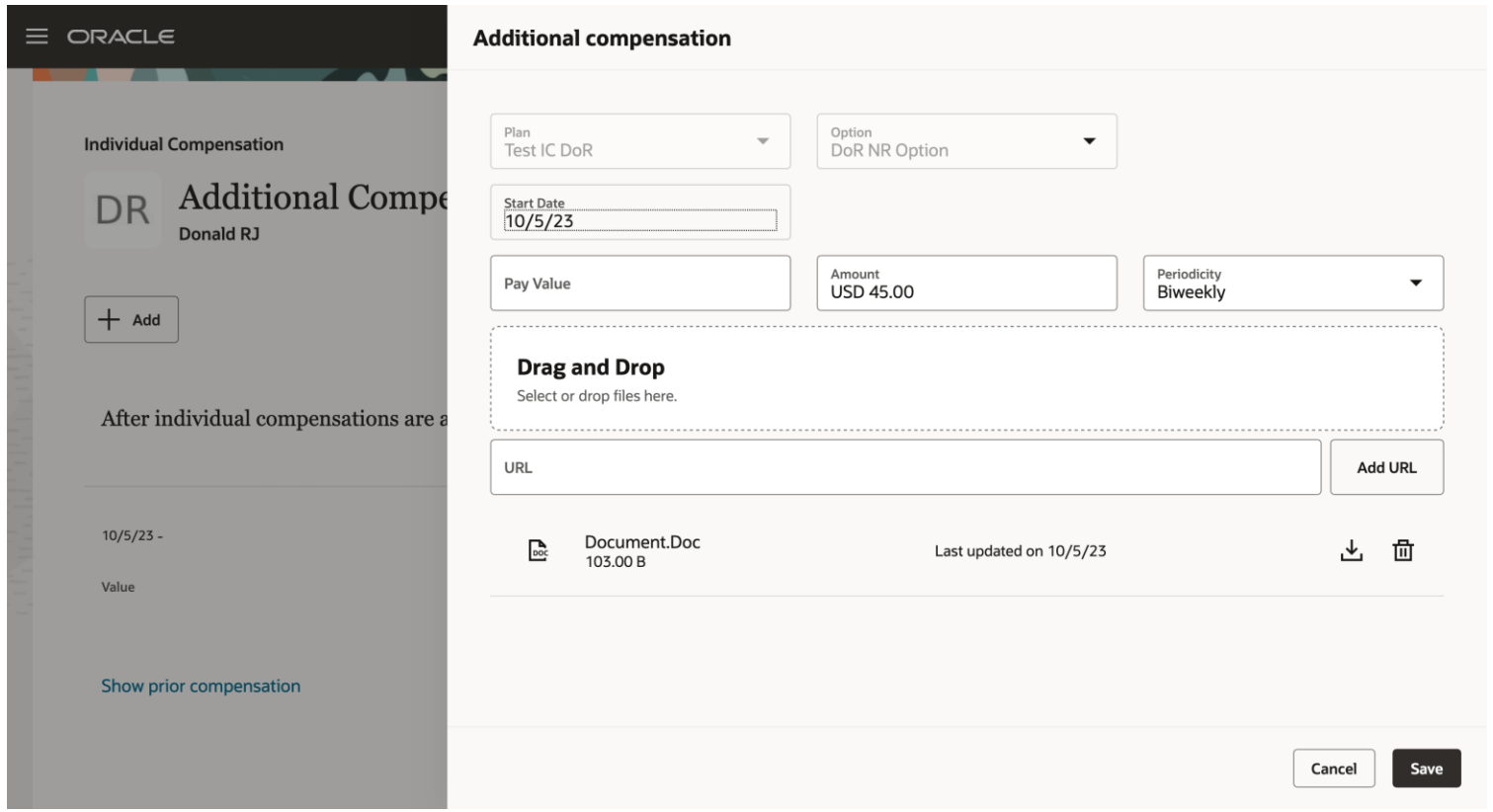
This feature enhance utilization of Standard working hours based on job, position, location etc.

MAINTAIN ATTACHMENTS IN REDWOOD INDIVIDUAL COMPENSATION PAGES

Compensation

Details:

People can maintain attachments on the Redwood Individual Compensation pages and in the actions.



Impact Analysis

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

Business Benefit:
This feature allows to view Individual Compensation page in Redwood's high-fidelity mode.

MAINTAIN ATTACHMENTS IN REDWOOD INDIVIDUAL COMPENSATION PAGES

Compensation

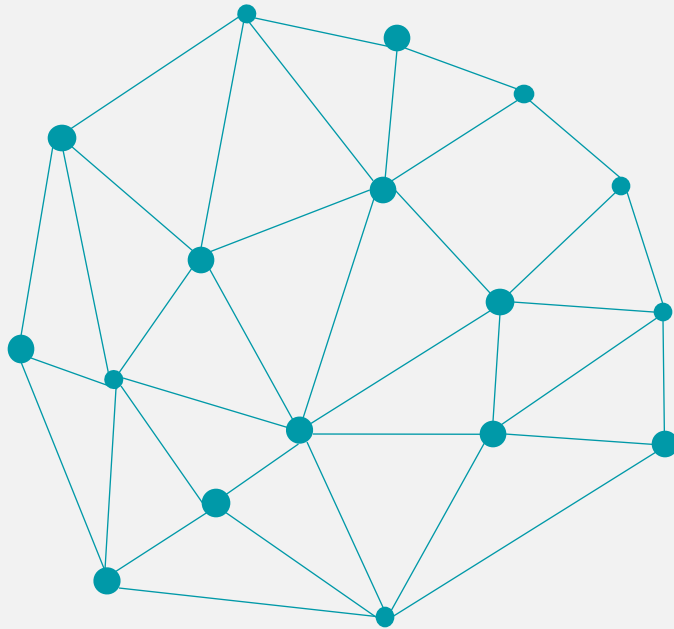
Additional compensation

You need to attach at least 1 document. ✕

Plan Test IC DoR	Option DoR R Option	
Start Date 10/5/23	Ongoing <input type="checkbox"/>	
State	County	City
Pay Value	Amount USD 45.00	Periodicity Periodically
Reporting Unit None	Periodicity Conversion Rule Standard Rate Annualized	Full-Time Equivalent No

Drag and Drop
Select or drop files here.

URL



NEW FEATURES

**QUICK WINS - DEFAULT WITH
CONFIGURATION**

REDWOOD EXPERIENCE FOR ADMINISTER COMPENSATION PAGES

Compensation

Details:

The HR specialists can now utilize the Redwood Administer Compensation page re-created with the Redwood toolkit.

The screenshot displays the Oracle Administer Compensation page. At the top, there is a search bar with the placeholder text "Search by name or assignment number". Below the search bar are several filter buttons: "Business Title", "Assignment Status", "Effective As-of Date", "Include terminated work relationships", "Termination Date", "Worker Type", and "Filters". The main content area features a table with the following columns: Name, Business Title, Person Number, Assignment Number, Assignment Status, Worker Type, and Work. A single row is visible in the table, representing an employee named Paul ZHRGGBI-Moore.

Name	Business Title	Person Number	Assignment Number	Assignment Status	Worker Type	Work
Paul ZHRGGBI-Moore	ZHRGGBI-AssignmentName8166003	ZHRGGBI-8166003	ZHRGGBI-8166003	Active - Payroll Eligible	Employee	send

Impact Analysis

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

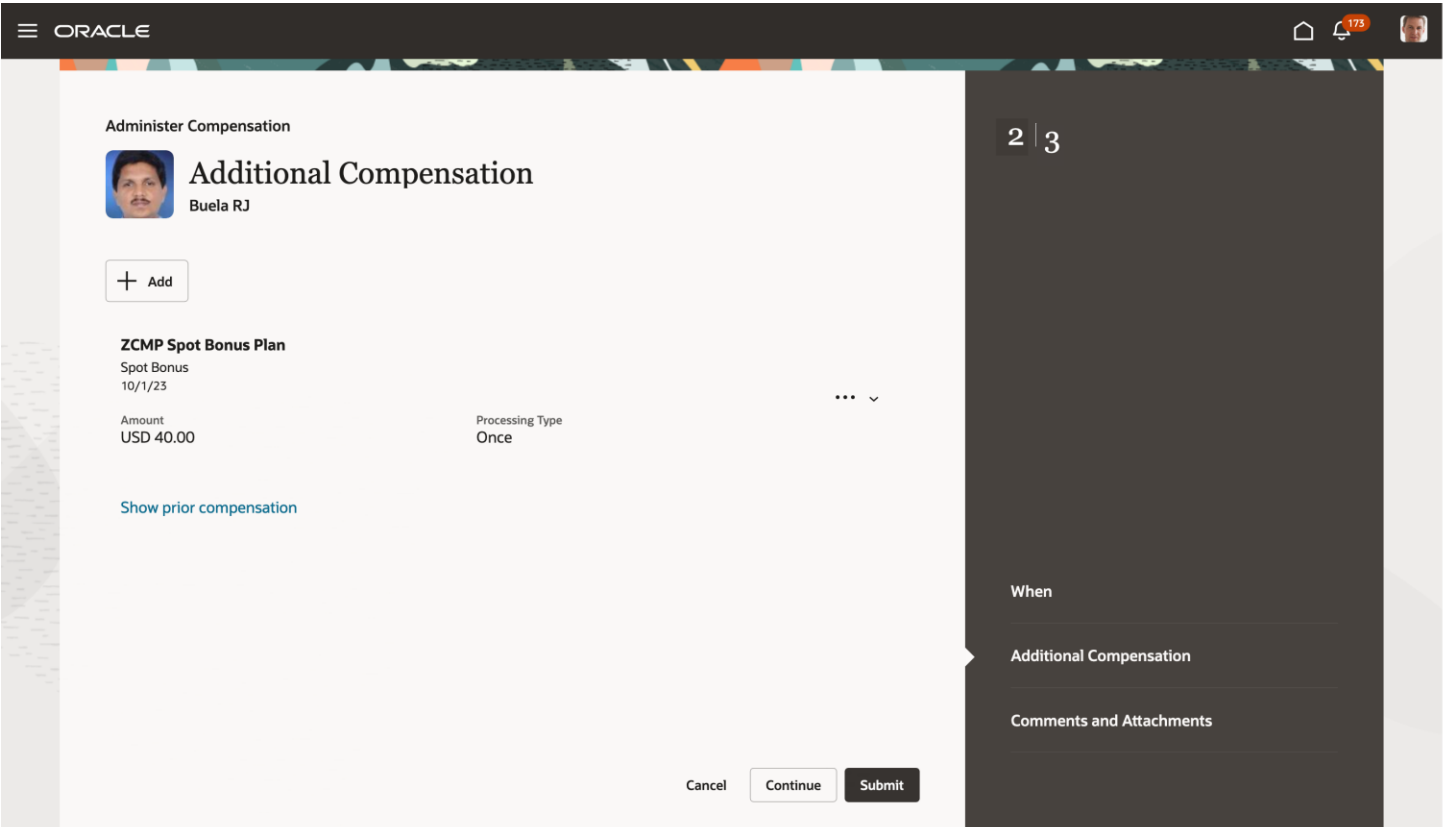
Business Benefit:

This feature allows HR Specialist experience Administer Compensation page in Redwood's high-fidelity mode.

REDWOOD EXPERIENCE FOR ADMINISTER COMPENSATION PAGES

Details:

With this re-created Redwood page, you continue your journey into Oracle Redwood solutions.



REDWOOD EXPERIENCE FOR VIEW COMPENSATION HISTORY

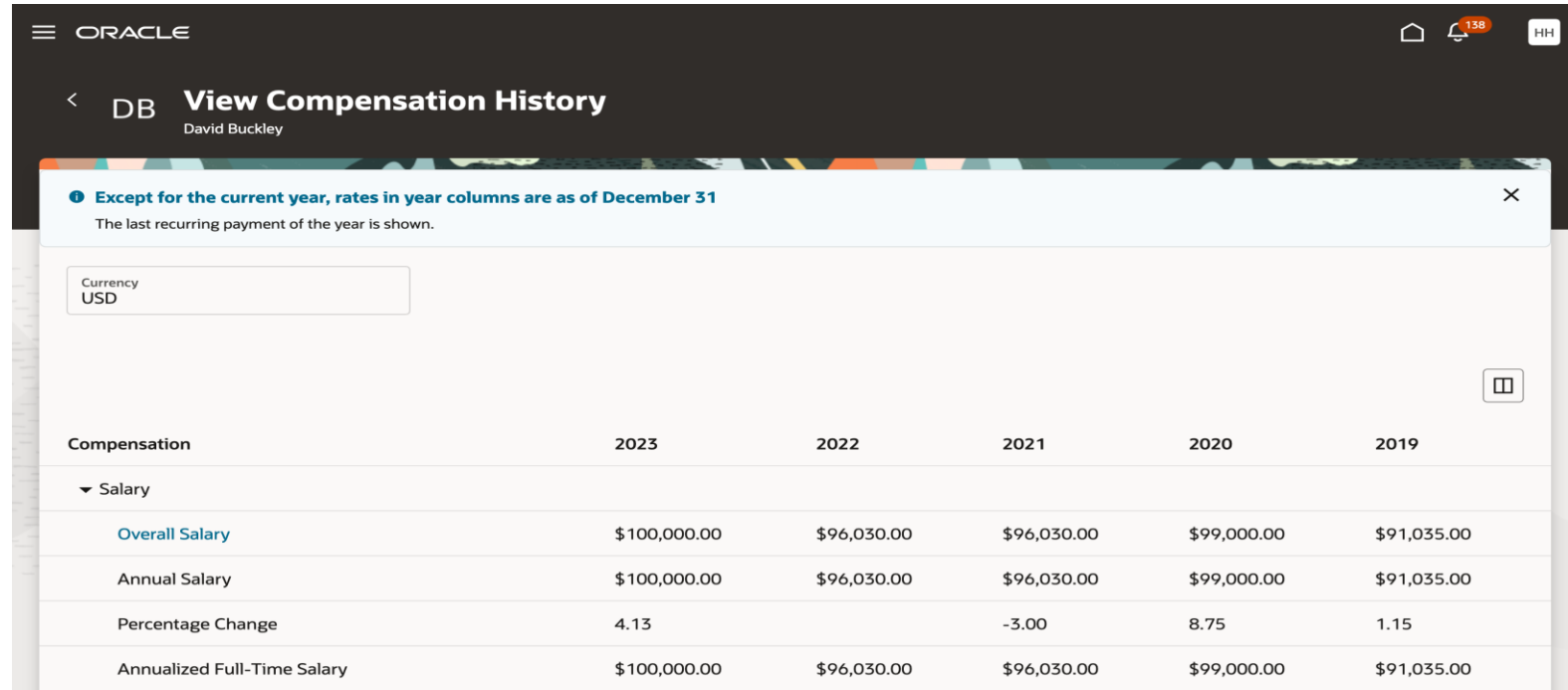
Compensation

Details:

The View Compensation History page is re-created with the Redwood toolkit, which needs to be enabled. To see more historical details about a compensation item, click the link in the Compensation column.

Impact Analysis

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



View Compensation History
David Buckley

Except for the current year, rates in year columns are as of December 31
The last recurring payment of the year is shown.

Currency: USD

Compensation	2023	2022	2021	2020	2019
Salary					
Overall Salary	\$100,000.00	\$96,030.00	\$96,030.00	\$99,000.00	\$91,035.00
Annual Salary	\$100,000.00	\$96,030.00	\$96,030.00	\$99,000.00	\$91,035.00
Percentage Change	4.13		-3.00	8.75	1.15
Annualized Full-Time Salary	\$100,000.00	\$96,030.00	\$96,030.00	\$99,000.00	\$91,035.00

Business Benefit:
This feature allows to View Compensation History page in Redwood’s high-fidelity mode.

REDWOOD EXPERIENCE FOR VIEW COMPENSATION HISTORY

Redwood View Compensation History Page with All Sections

Compensation

ORACLE
Home 138 HH

< DB **Overall Salary**
David Buckley

Currency USD

Salary History

100,000.00 USD Annually

Last Change : 9 months ago

Salary Trend

100,000.00 USD

Annualized Full-Time Salary : 100,000.00 USD

Percentage Change

4.134%

Last Adjustment : 3,970.00 USD

Compa-Ratio

125.00

Salary Range : 70,000.00 - 90,000.00

Growth Rate

0.04%

Cumulative Salary Grow

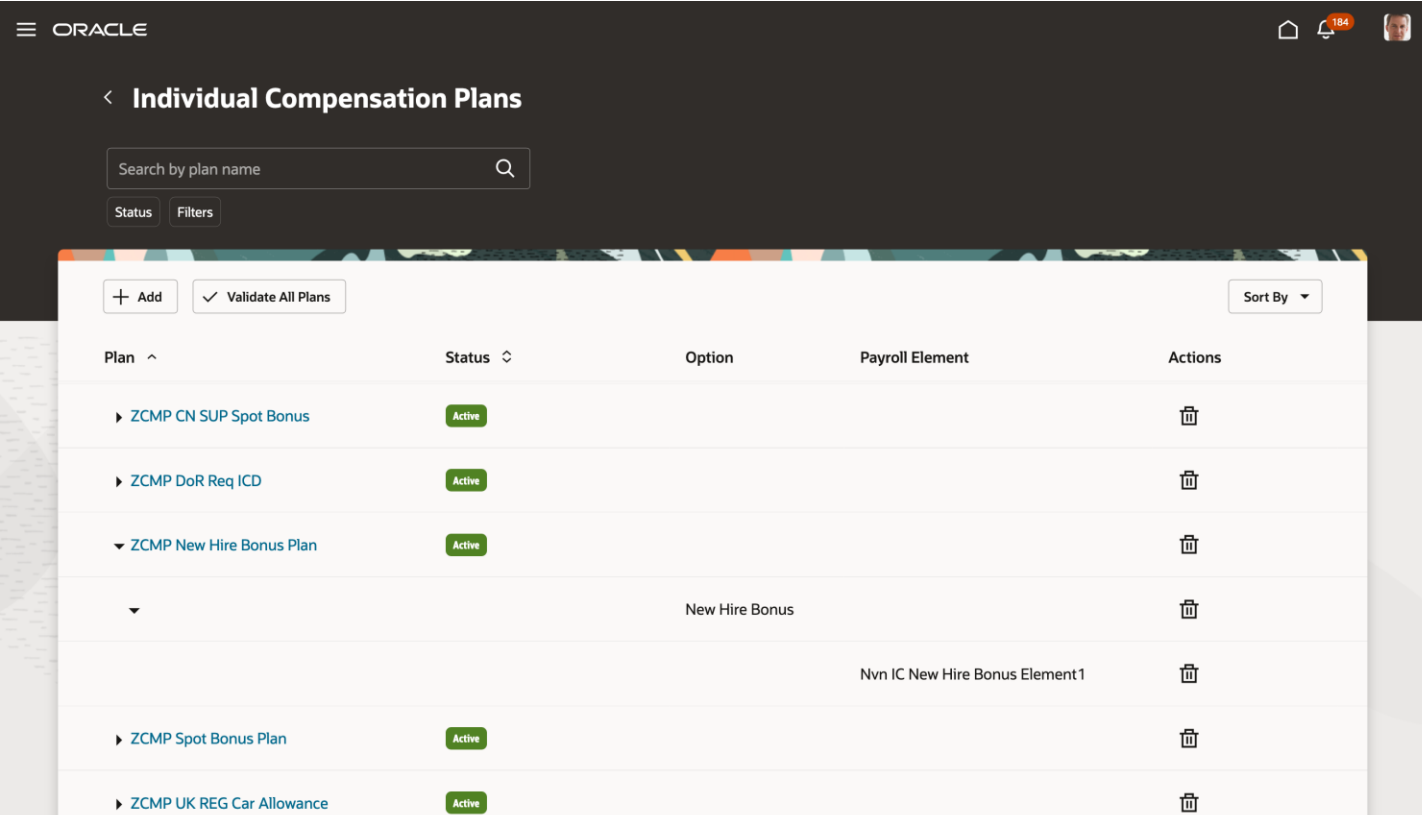
Start Date	Action	Salary Amount	Adjustment Amount	Adjustment Percentage	Annualized Full-Time Salary	Annual Salary	Action Reason
1/1/23	Location Change	100,000.000000	3,970.000000	4.134125	100,000.000000	100,000.000000	
7/1/21	Job Change	96,030.000000	-2,970.000000	-3.00	96,030.000000	96,030.000000	
1/1/20	Salary Change	99,000.000000	7,965.000000	8.749382	99,000.000000	99,000.000000	
10/1/19	Salary Change	91,035.000000	1,035.000000	1.15	91,035.000000	91,035.000000	
1/1/11	Salary Change	90,000.000000	80,000.000000	800.00	90,000.000000	90,000.000000	
2/19/06	Hire	10,000.000000			10,000.000000	10,000.000000	

REDWOOD EXPERIENCE FOR INDIVIDUAL COMPENSATION PLAN

Compensation

Details:

The Individual Compensation Plan page re-created with the Redwood toolkit, after enabling the Redwood experience.



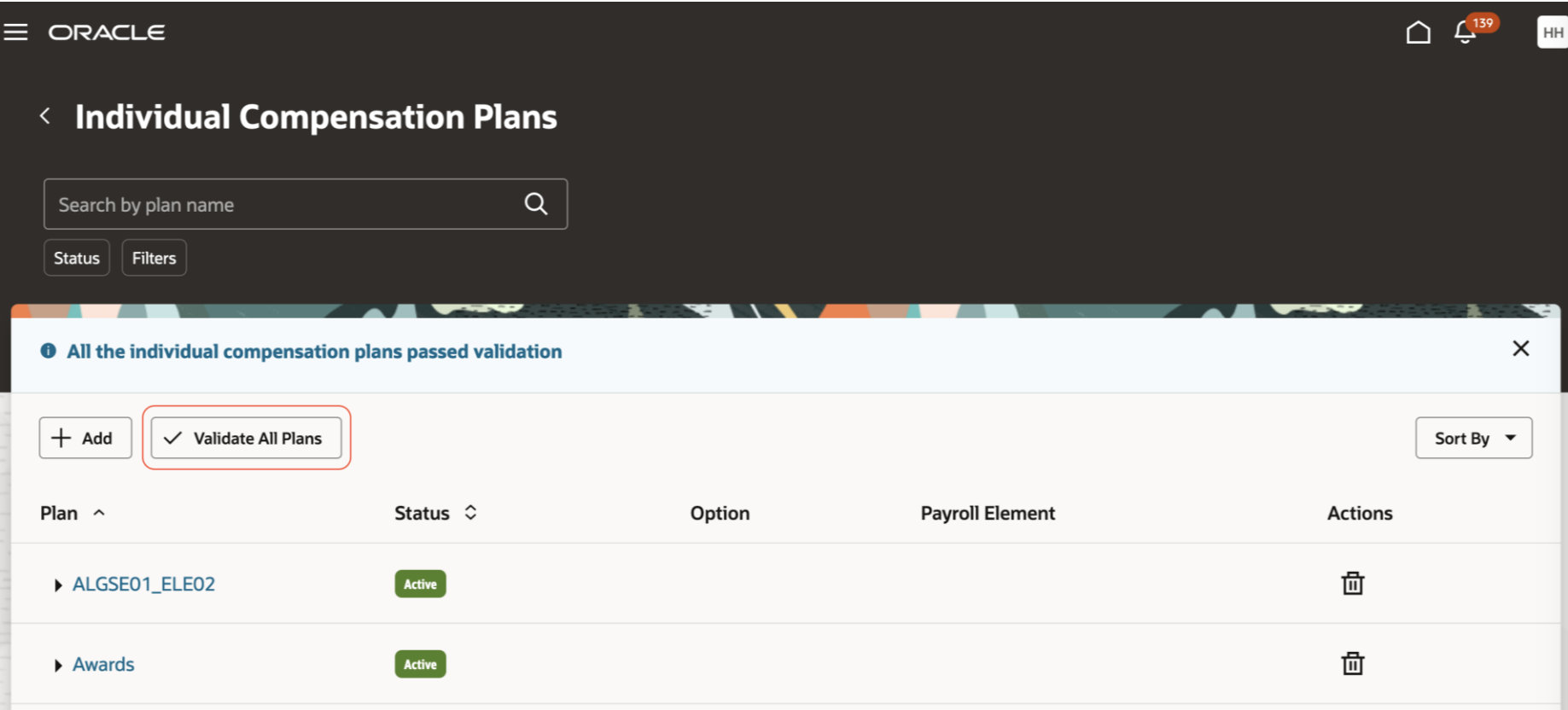
Impact Analysis

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

Business Benefit:
This feature allows to view Individual Compensation page in Redwood’s high-fidelity mode.

REDWOOD EXPERIENCE FOR INDIVIDUAL COMPENSATION PLAN

The Individual Compensation Plan Info Tab



ORACLE

Individual Compensation Plans

Search by plan name

Status Filters

All the individual compensation plans passed validation

+ Add **✓ Validate All Plans** Sort By

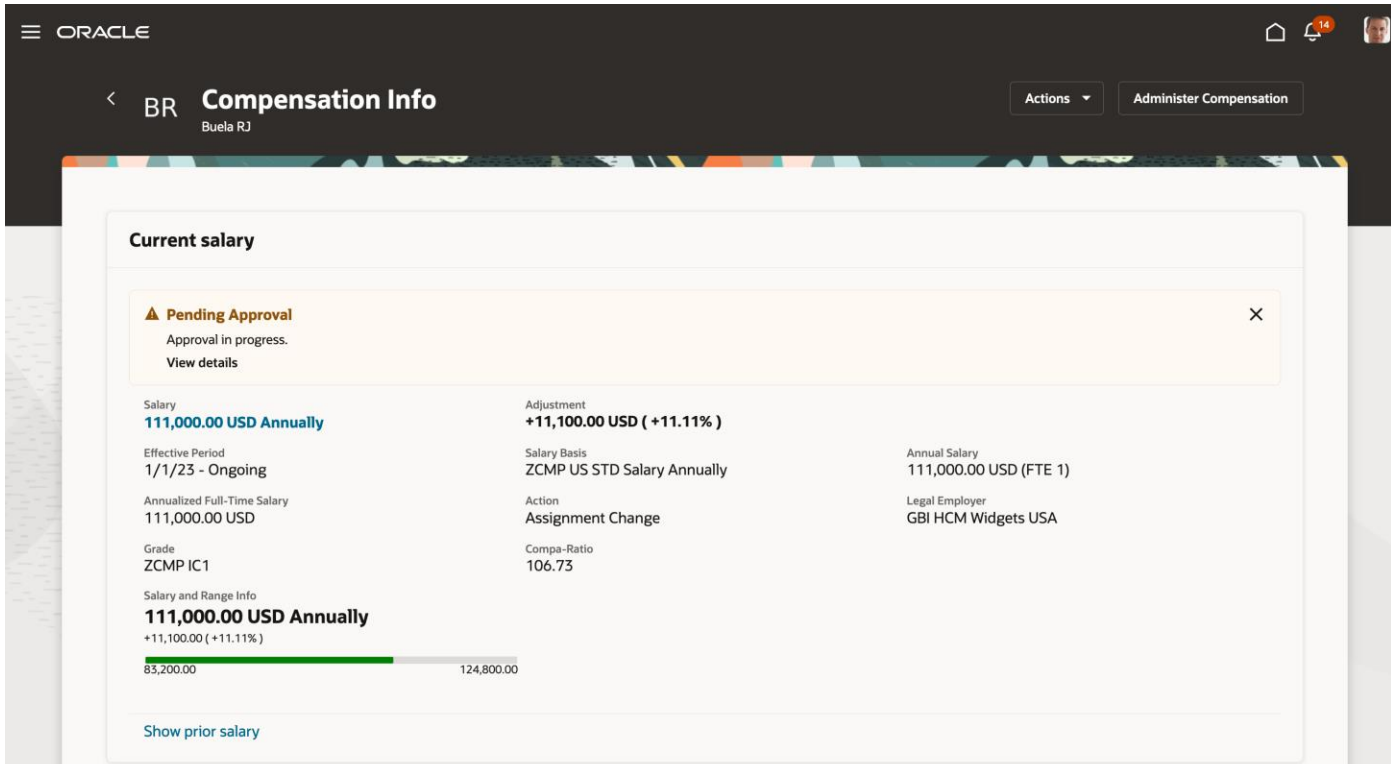
Plan ^	Status ⇅	Option	Payroll Element	Actions
▶ ALGSE01_ELE02	Active			🗑️
▶ Awards	Active			🗑️

REDWOOD EXPERIENCE FOR COMPENSATION INFO

Compensation

Details:

The Compensation Info page is re-created with the Redwood toolkit, after enabling the Redwood experience.



Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This feature allows to view Compensation Info page in Redwood's high-fidelity mode.

REDWOOD EXPERIENCE FOR HR SPECIALIST'S CHANGE SALARY

Compensation

Details:

The HR specialists and compensation managers can use the Change Salary page re-created with the Redwood toolkit, after enabling the Redwood experience. Earlier only line managers could use this redwood page.

The screenshot shows the Oracle Change Salary page. At the top, there is a search bar with the text "Search by name or assignment number". Below the search bar are several filter buttons: "Business Title", "Assignment Status", "Effective As-of Date", "Include terminated work relationships", "Termination Date", "Worker Type", and "Filters". The main content area displays a table with the following data:

Name	Business Title	Person Number	Assignment Number	Assignment Status	Worker Type	Work
Marcy Lewis	1019	9832	1019		Employee	

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

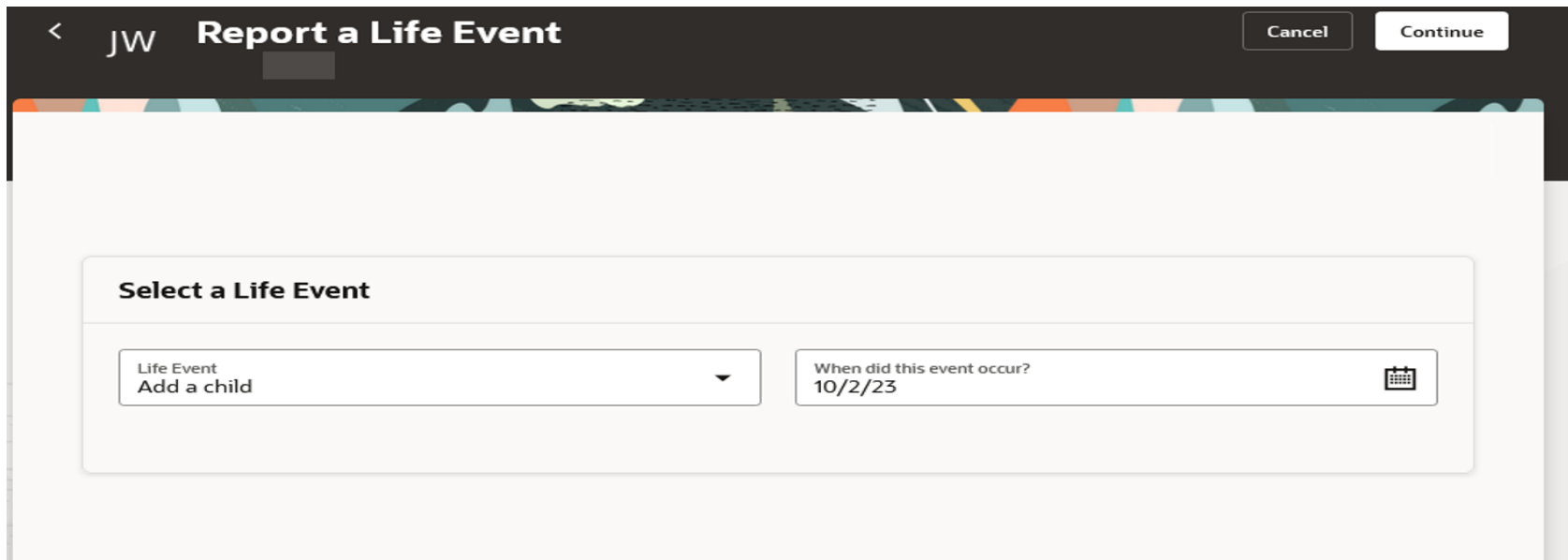
Business Benefit:

This feature allows the HR specialists and compensation managers to view Change Salary page in Redwood UI.

REDWOOD EXPERIENCE FOR SELF SERVICE BENEFITS SELF REPORT A LIFE EVENT PAGE

Details:

The Self-Service Benefits Self Report a Life Event page was recreated in the Redwood Toolset to improve the user experience by providing the same consistent functionality across Redwood pages. The functionality of the page remains the same.



Benefit

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This feature allows experience of Self-Service Benefits Self Report a Life Event page in Redwood's high-fidelity mode.

REDWOOD EXPERIENCE FOR BENEFITS SERVICE CENTER BENEFITS BILLING PAGE

Benefit

Details:

The Benefits Service Center Benefits Billing page was recreated in the Redwood Toolset to improve the user experience by providing the same consistent functionality across Redwood pages. The functionality of the page remains the same.

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

Name	Business Title	Person Number	Assignment Number	Assignment Status	Worker Type
Jennifer	209	1516	209		Employee
Jose	215	1561	215		Employee
J�rome	Security Staff	955160008169713	E955160008169713	Active - Payroll Eligible	Employee
Mike	943	8185	943		Employee
Rajeev	944	8186	944		Employee

Business Benefit:

This feature allows experience Benefits Service Center Benefits Billing page in Redwood's high-fidelity mode.

REDWOOD EXPERIENCE FOR BENEFITS SERVICE CENTER COURT ORDER PAGE

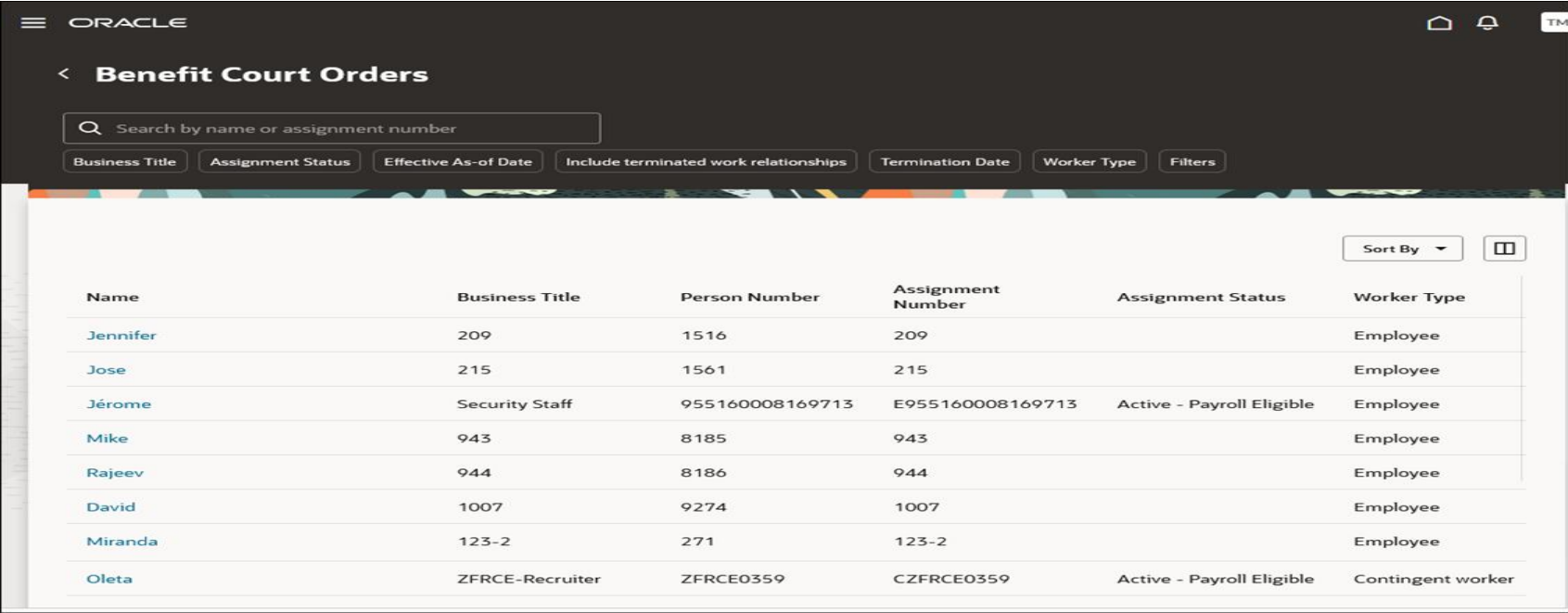
Benefit

Details:

The Benefits Service Center Court Order page was recreated in the Redwood Toolset to improve the user experience by providing the same consistent functionality across Redwood pages. The functionality of the page remains the same.

Impact Analysis

- Impact Level: **LOW**
- Need to Enable: **YES**
- Configuration: **NO**
- Quick Win: **YES**



The screenshot shows the Oracle 'Benefit Court Orders' page. It features a search bar, filter buttons for Business Title, Assignment Status, Effective As-of Date, Include terminated work relationships, Termination Date, Worker Type, and Filters. Below the filters is a table with the following data:

Name	Business Title	Person Number	Assignment Number	Assignment Status	Worker Type
Jennifer	209	1516	209		Employee
Jose	215	1561	215		Employee
J�rome	Security Staff	955160008169713	E955160008169713	Active - Payroll Eligible	Employee
Mike	943	8185	943		Employee
Rajeev	944	8186	944		Employee
David	1007	9274	1007		Employee
Miranda	123-2	271	123-2		Employee
Oleta	ZFRCE-Recruiter	ZFRCE0359	CZFRCE0359	Active - Payroll Eligible	Contingent worker

Business Benefit:

This feature allows experience Benefits Service Center Court Order page in Redwood’s high-fidelity mode.

Closing Q&A



**CLOUD
ENHANCEMENT &
MANAGED SERVICES**

CLOSING NOTE

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

Finance Oracle Quarterly Updates 24A	 25th-Jan-2024	 60 minutes
 4:30 PM GMT 5:30 PM CEST 11:30 AM EST		
Talent & OLC Oracle Quarterly Updates 24A	 30th-Jan-2024	 60 minutes
 3:00 PM GMT 4:00 PM CEST 10:00 AM EST		
SCM (Inventory & Order Management) Oracle Quarterly Updates 24A	 30th-Jan-2024	 60 minutes
 4:30 PM GMT 5:30 PM CEST 11:30 AM EST		
HR Helpdesk & ORC Oracle Quarterly Updates 24A	 31st-Jan-2024	 60 minutes
 3:00 PM GMT 4:00 PM CEST 10:00 AM EST		

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help you!

THANK YOU



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