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Cloud Enhancement &
Managed Services

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Live Webinar

24A BENEFITS AND COMPENSATION

Empowering you for the next update

Host: Hardik Patel
CEMS Operations Manager

Speaker: Ritika Jha
Consultant

Value Based Delivery | ORACLE Partner | Mastek Glide 4.0

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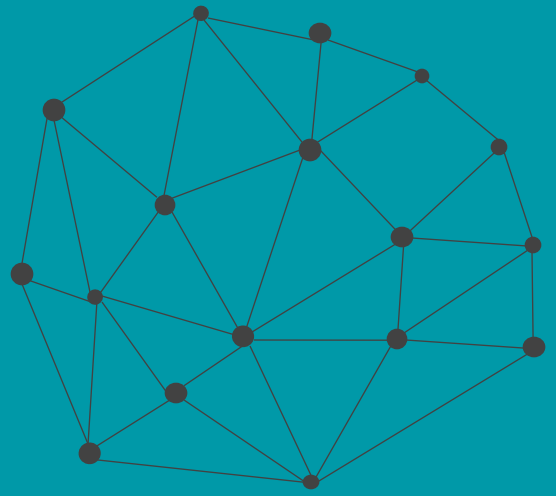
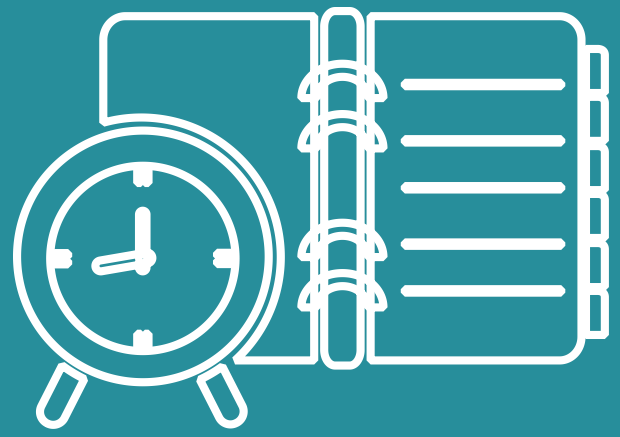


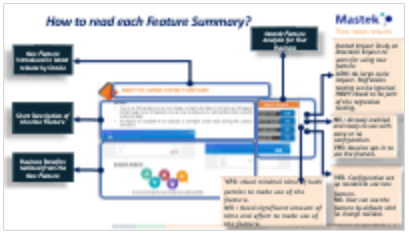
DISCLAIMER

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

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How to read each Feature Summary?

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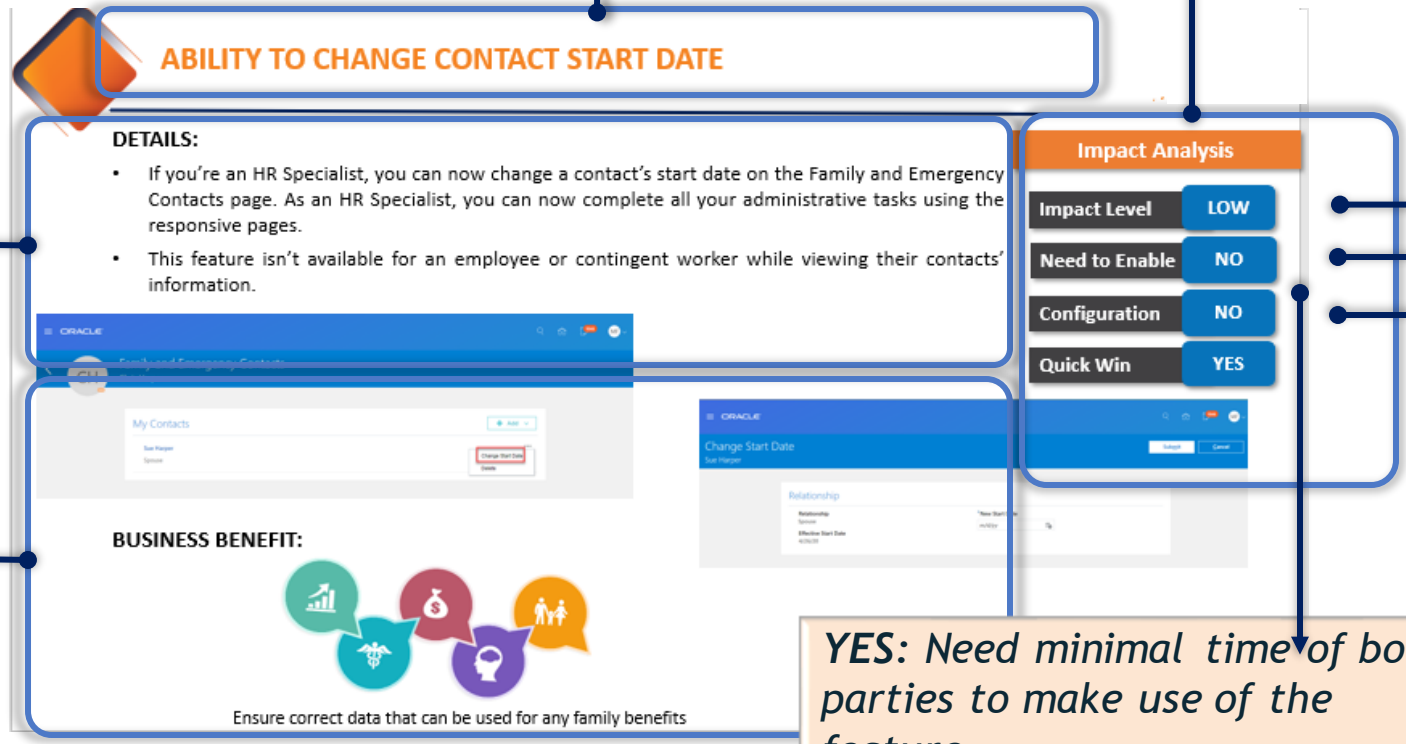
New Feature Introduced in latest release by Oracle

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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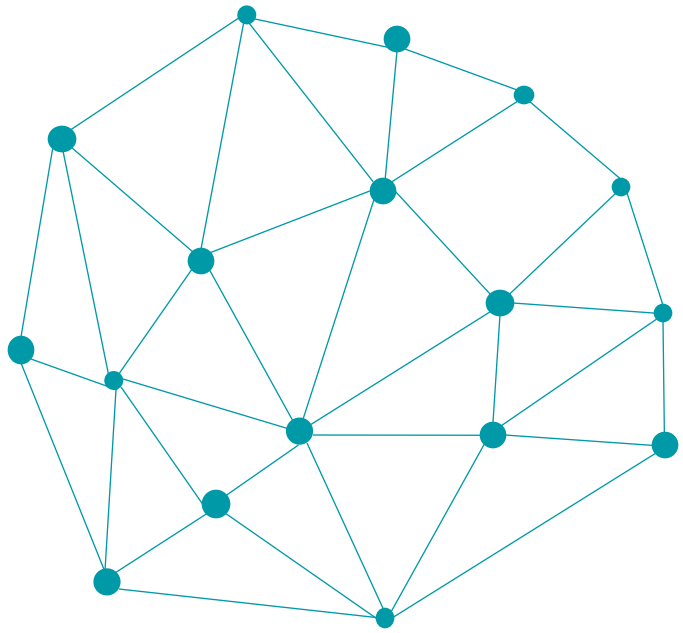

OUR ANALYSIS OF LATEST RELEASE

NEW FEATURES

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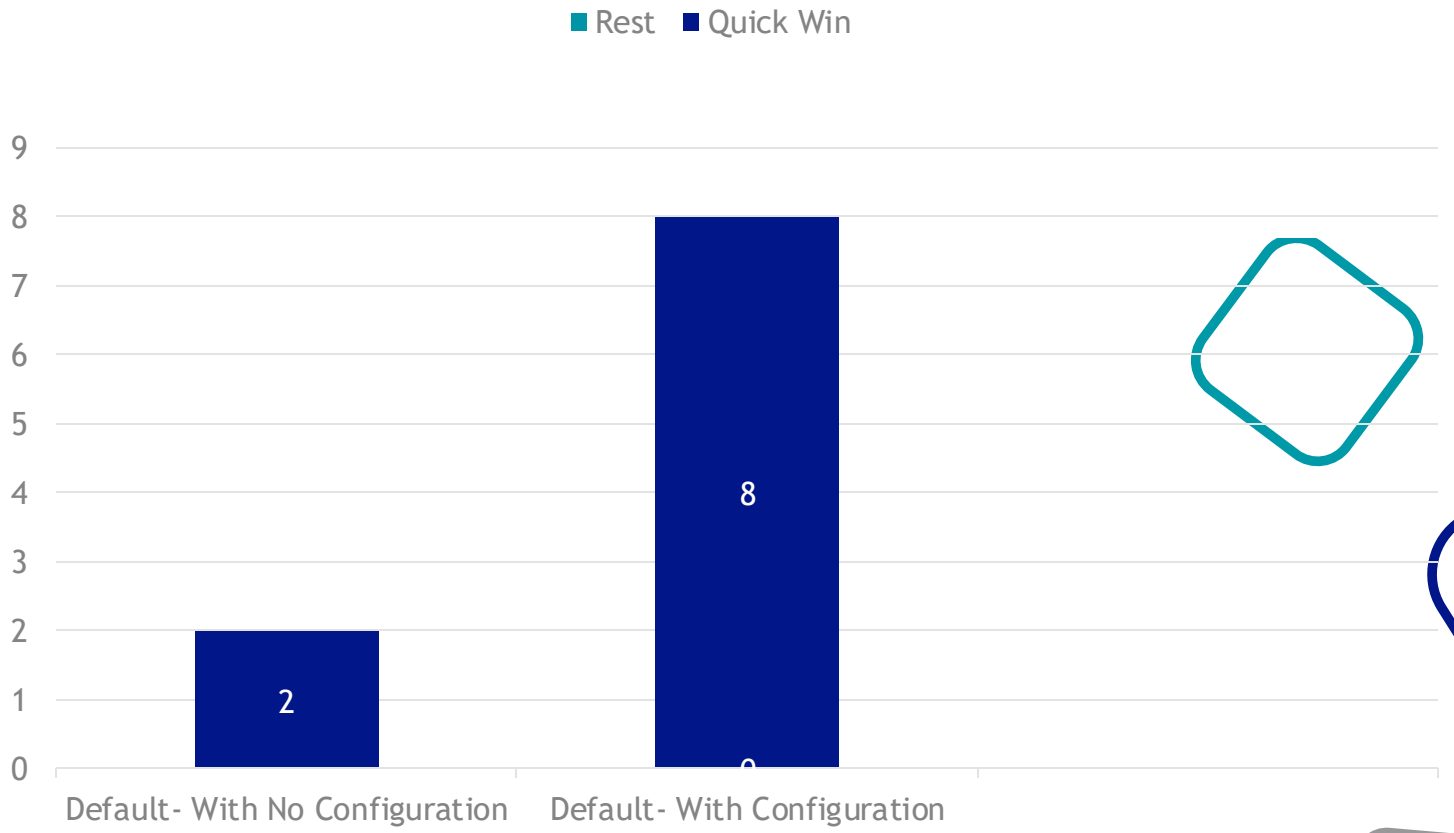
10

Compensation & Benefits



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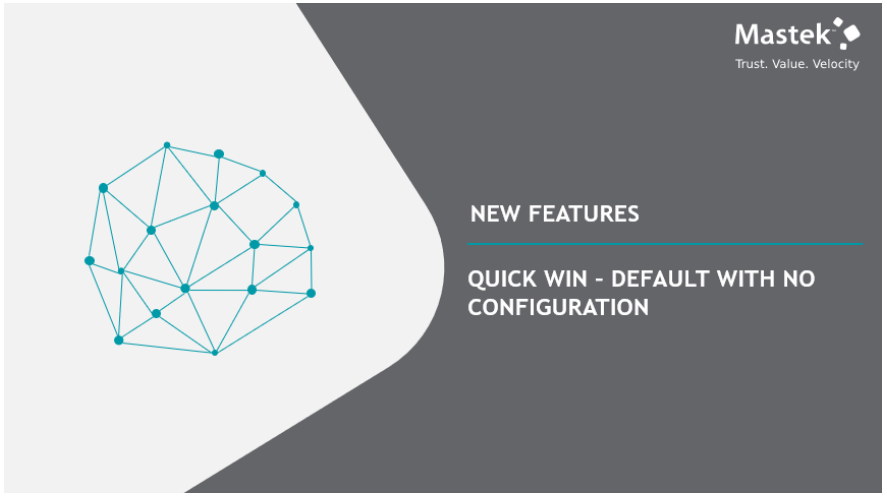

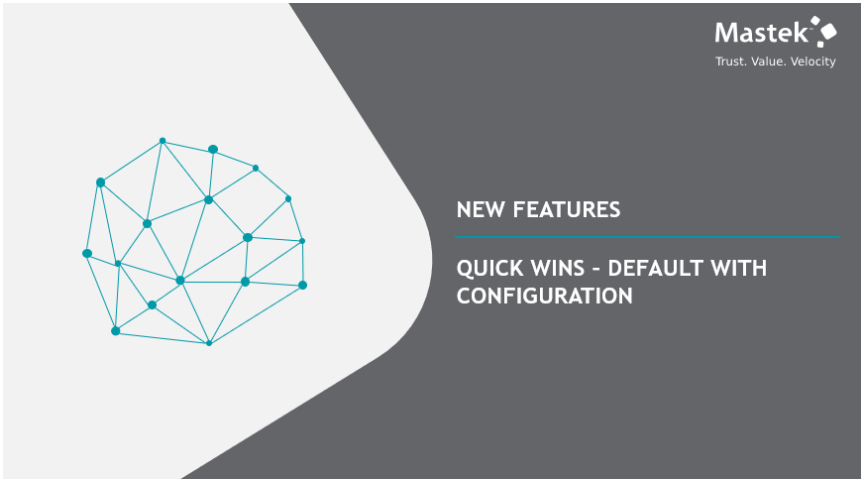

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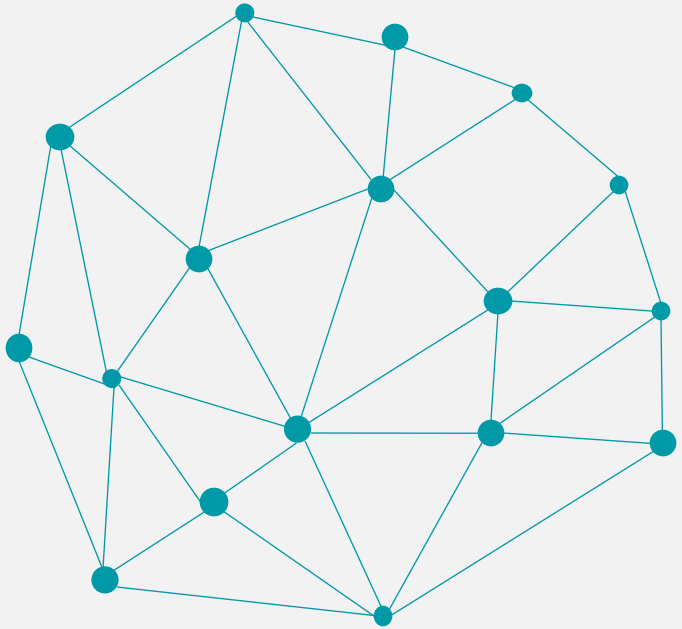

NEW FEATURES

QUICK WIN - DEFAULT WITH NO CONFIGURATION

UPTAKE OF GLOBAL HR STANDARD WORKING HOURS CHANGES

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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.

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MAINTAIN ATTACHMENTS IN REDWOOD INDIVIDUAL COMPENSATION PAGES

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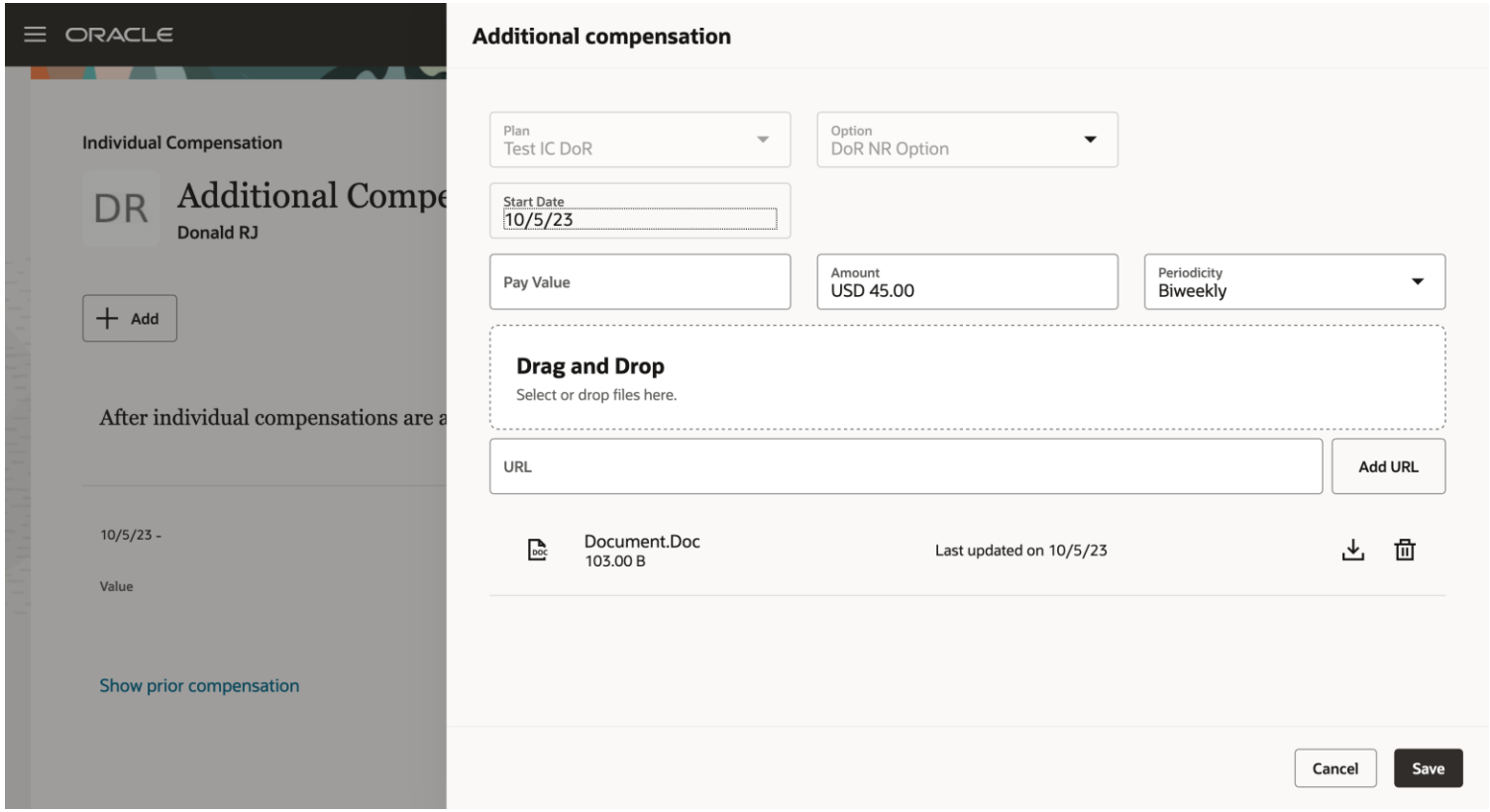
Compensation

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.

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MAINTAIN ATTACHMENTS IN REDWOOD INDIVIDUAL COMPENSATION PAGES

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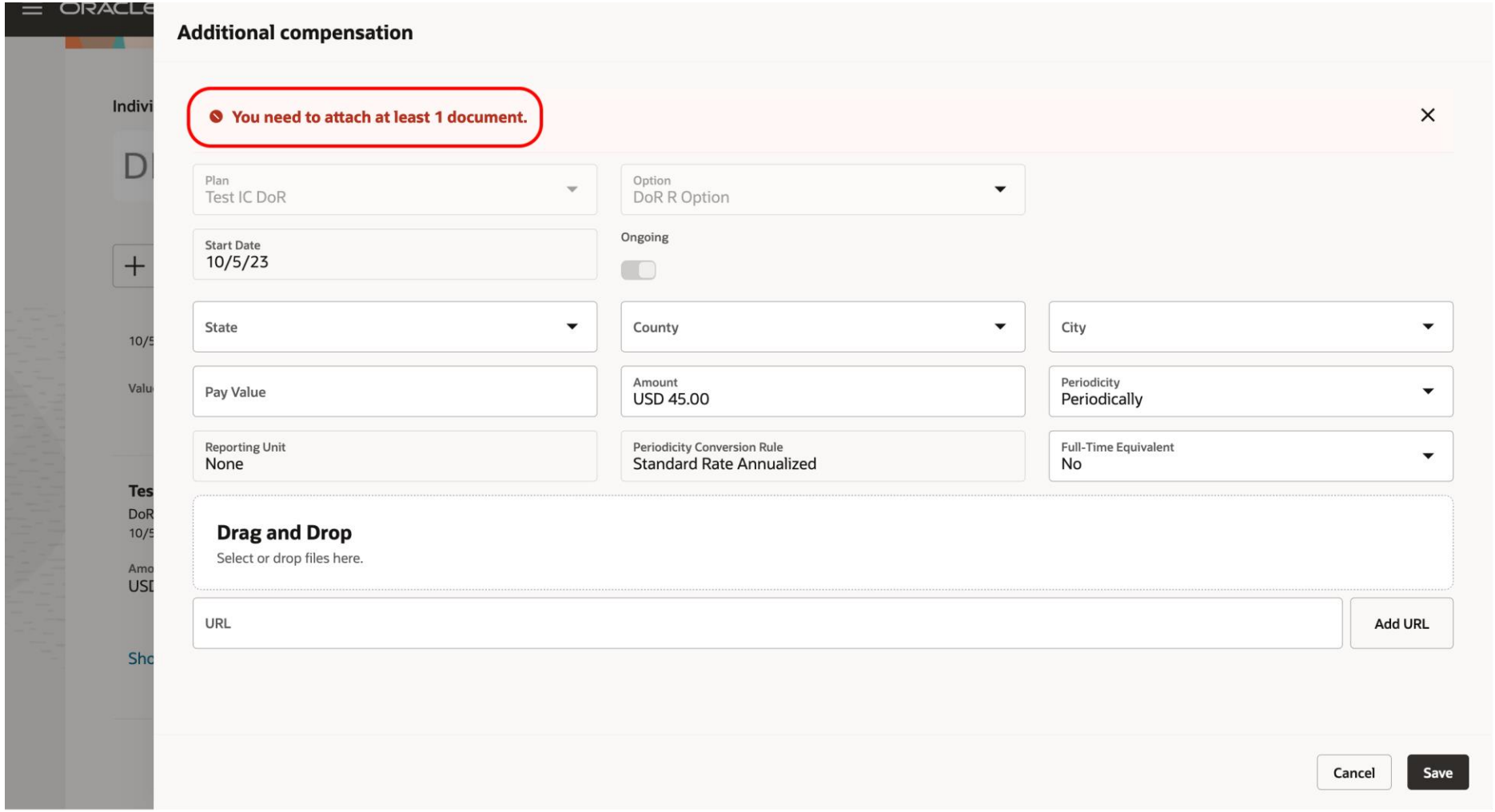

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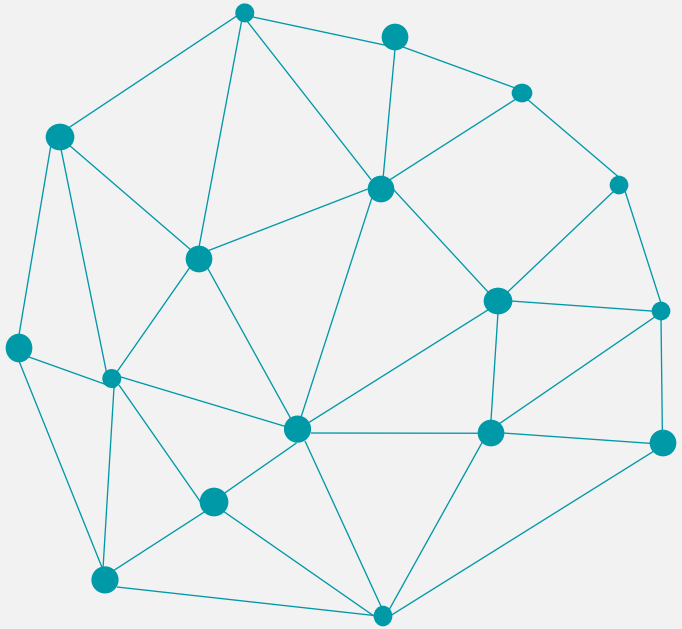

NEW FEATURES

QUICK WINS – DEFAULT WITH CONFIGURATION

REDWOOD EXPERIENCE FOR ADMINISTER COMPENSATION PAGES

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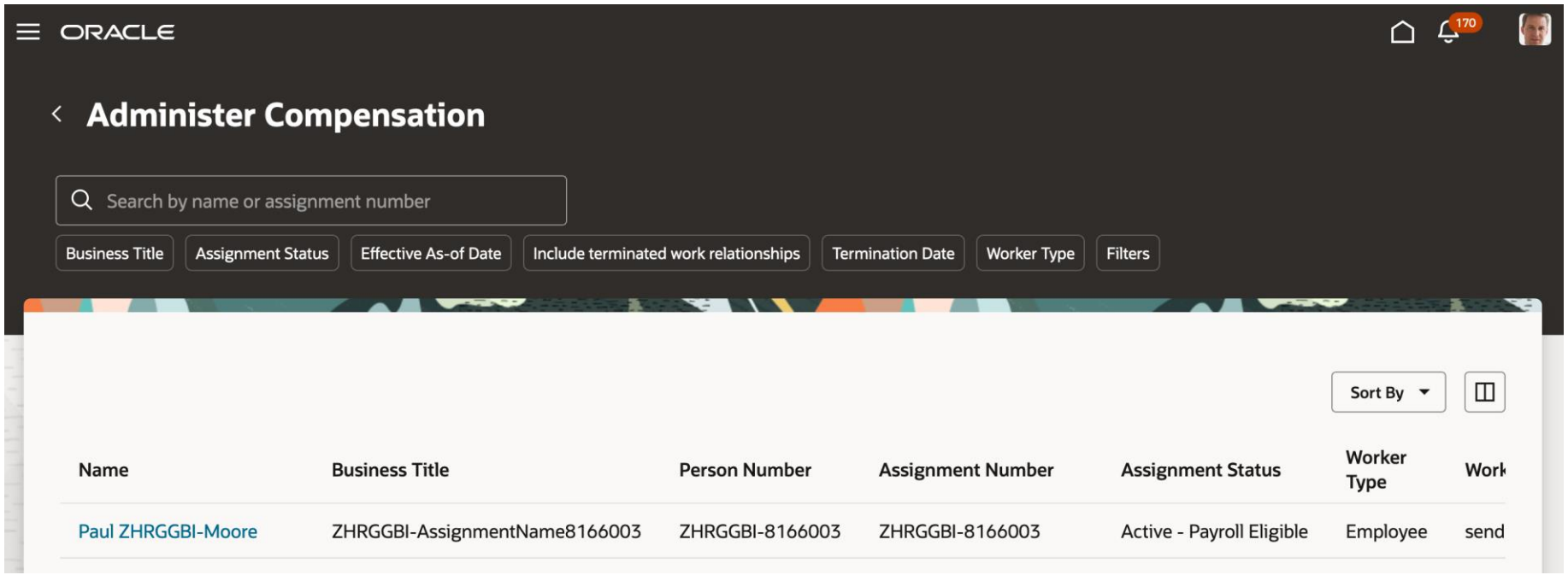
Compensation

Details:

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



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.

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REDWOOD EXPERIENCE FOR ADMINISTER COMPENSATION PAGES

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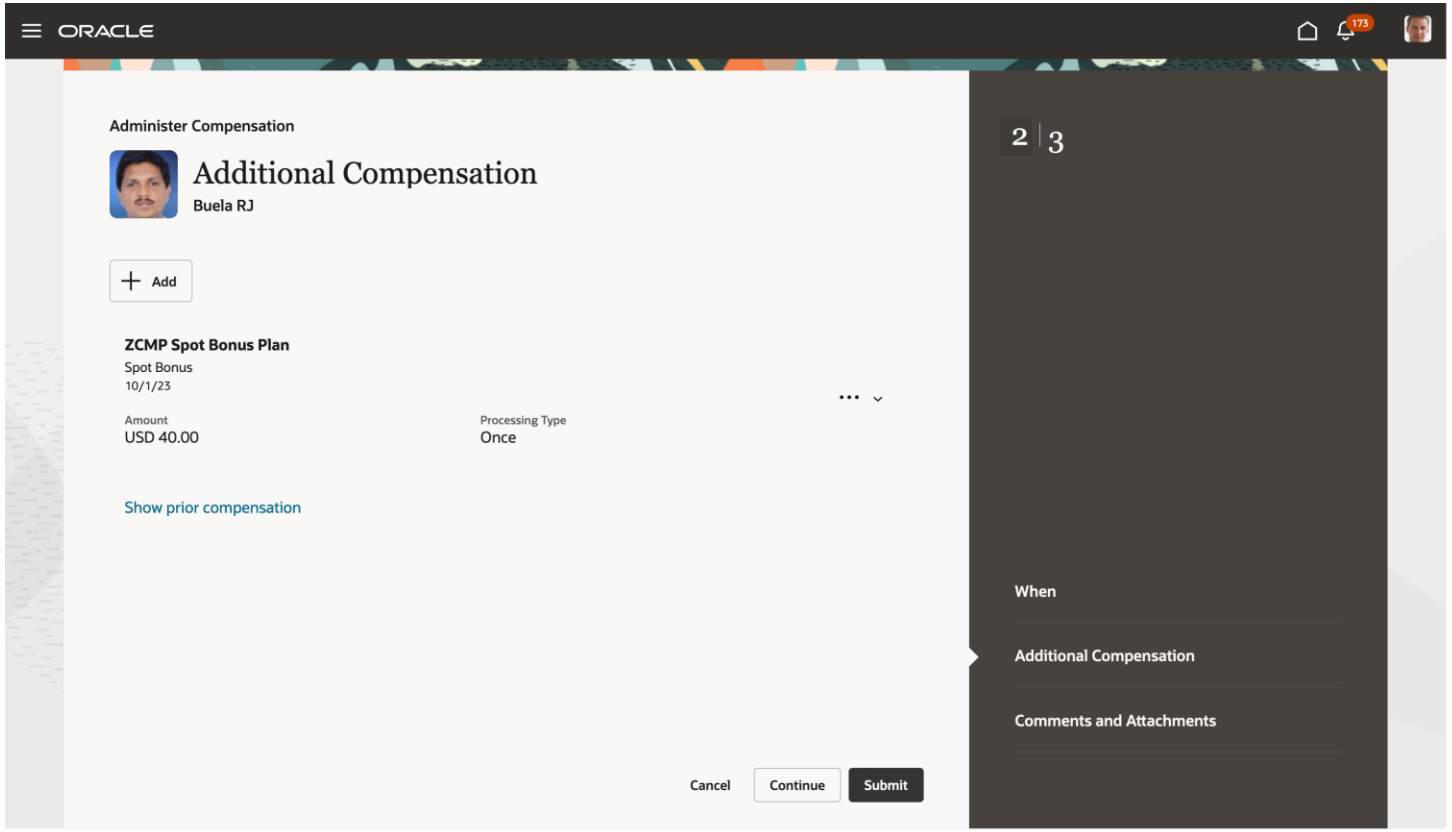
Compensation

Details:

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



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REDWOOD EXPERIENCE FOR VIEW COMPENSATION HISTORY

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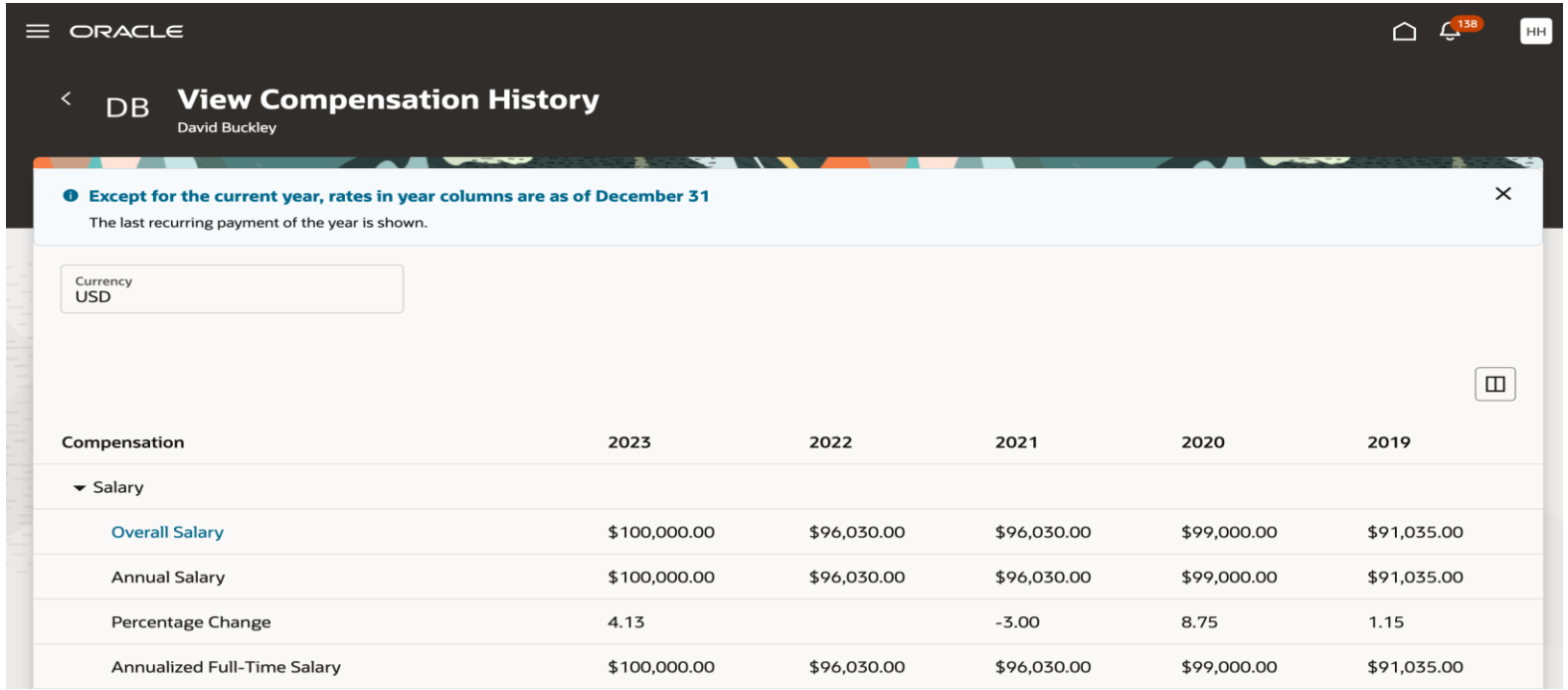
Compensation

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

Business Benefit:

This feature allows to View Compensation History page in Redwood's high-fidelity mode.

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REDWOOD EXPERIENCE FOR VIEW COMPENSATION HISTORY

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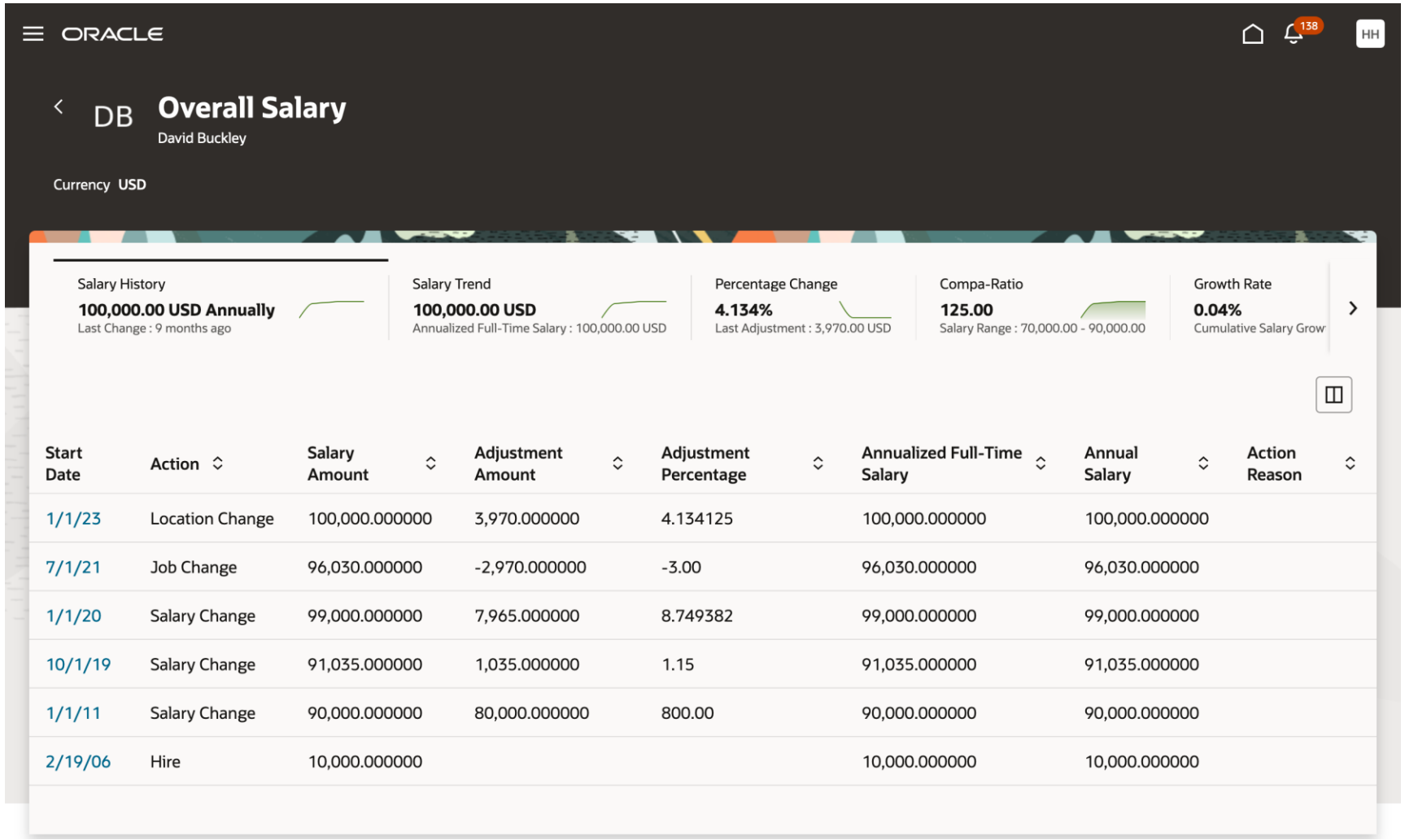
Redwood View Compensation History Page with All Sections



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	

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REDWOOD EXPERIENCE FOR INDIVIDUAL COMPENSATION PLAN

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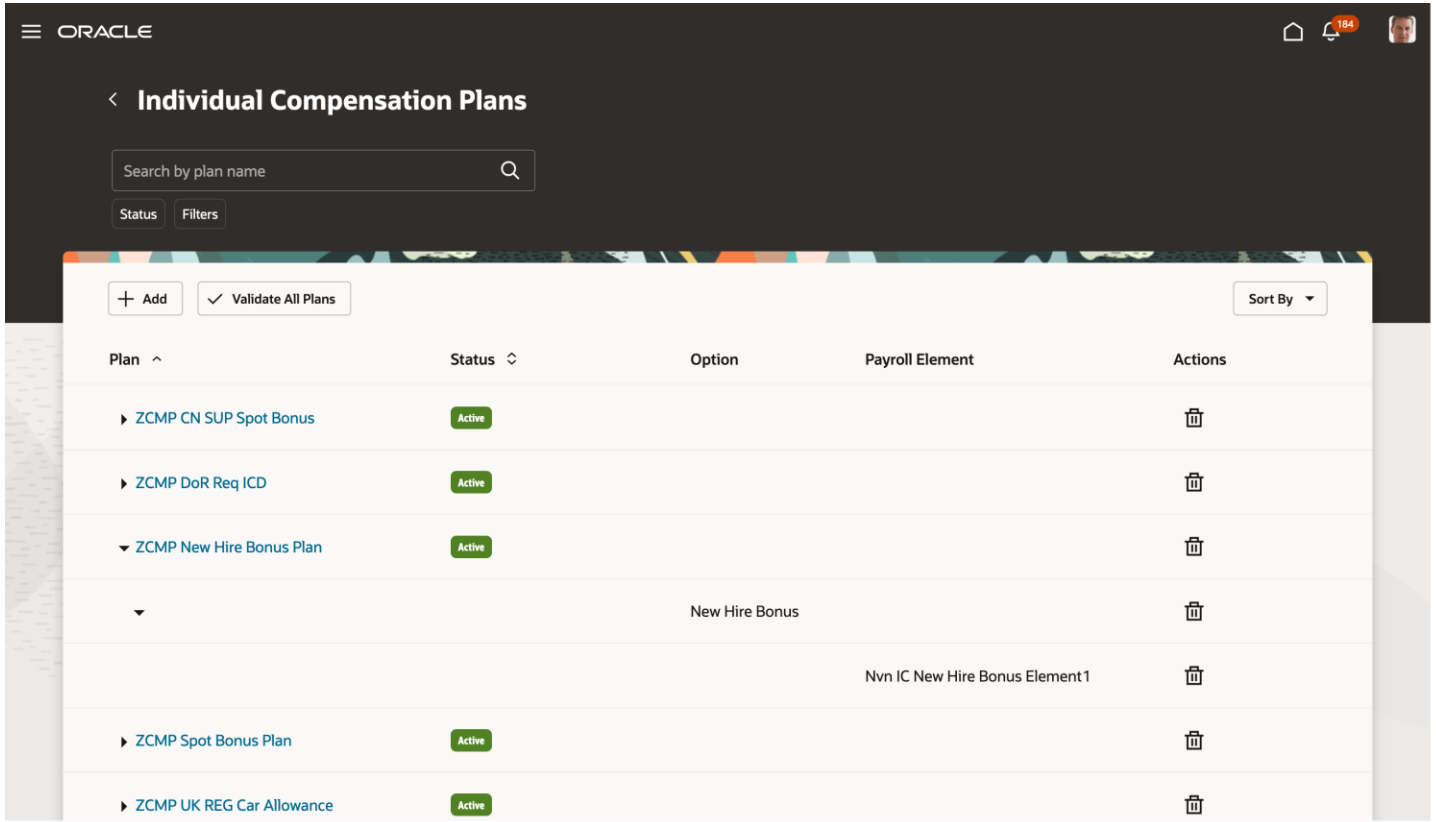
Details:

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.

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REDWOOD EXPERIENCE FOR INDIVIDUAL COMPENSATION PLAN

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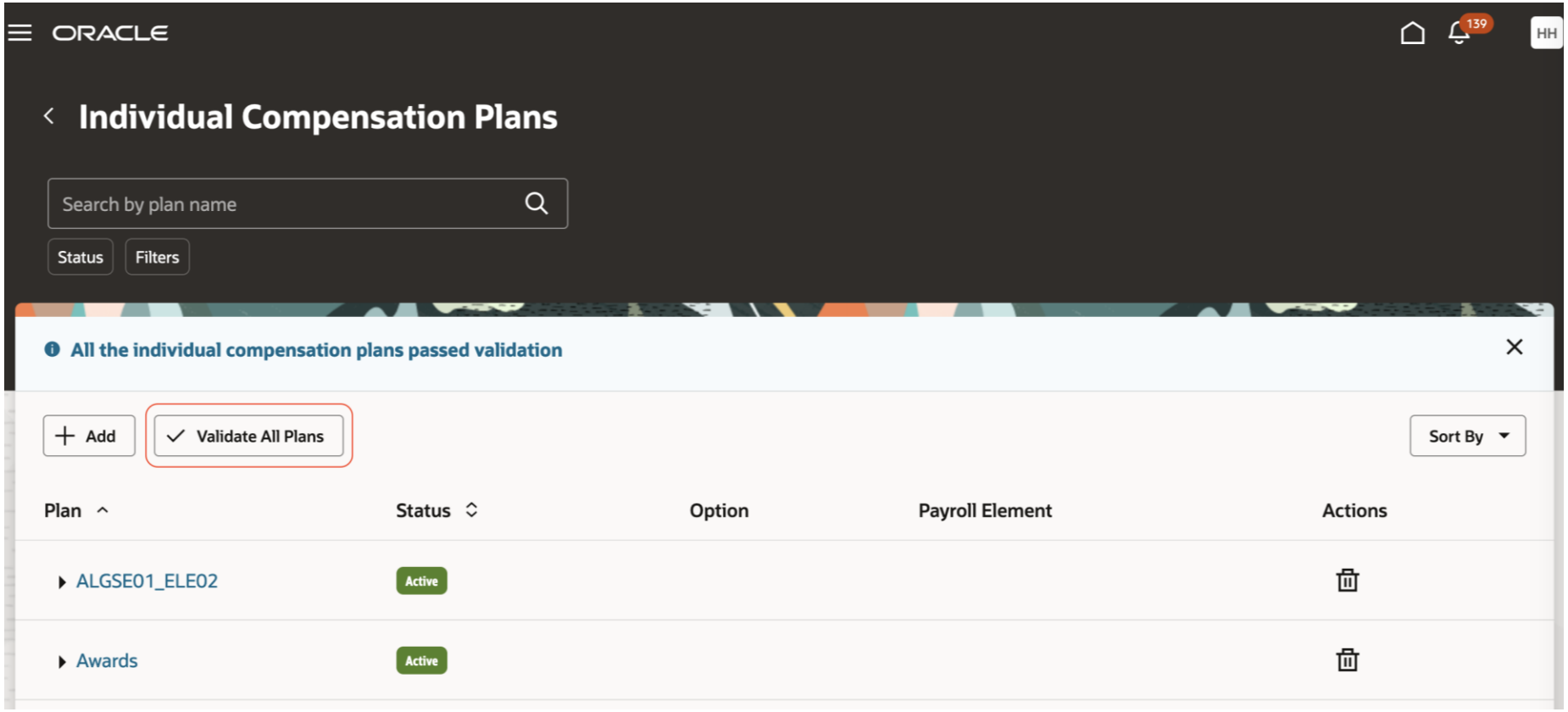
The Individual Compensation Plan Info Tab



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REDWOOD EXPERIENCE FOR COMPENSATION INFO

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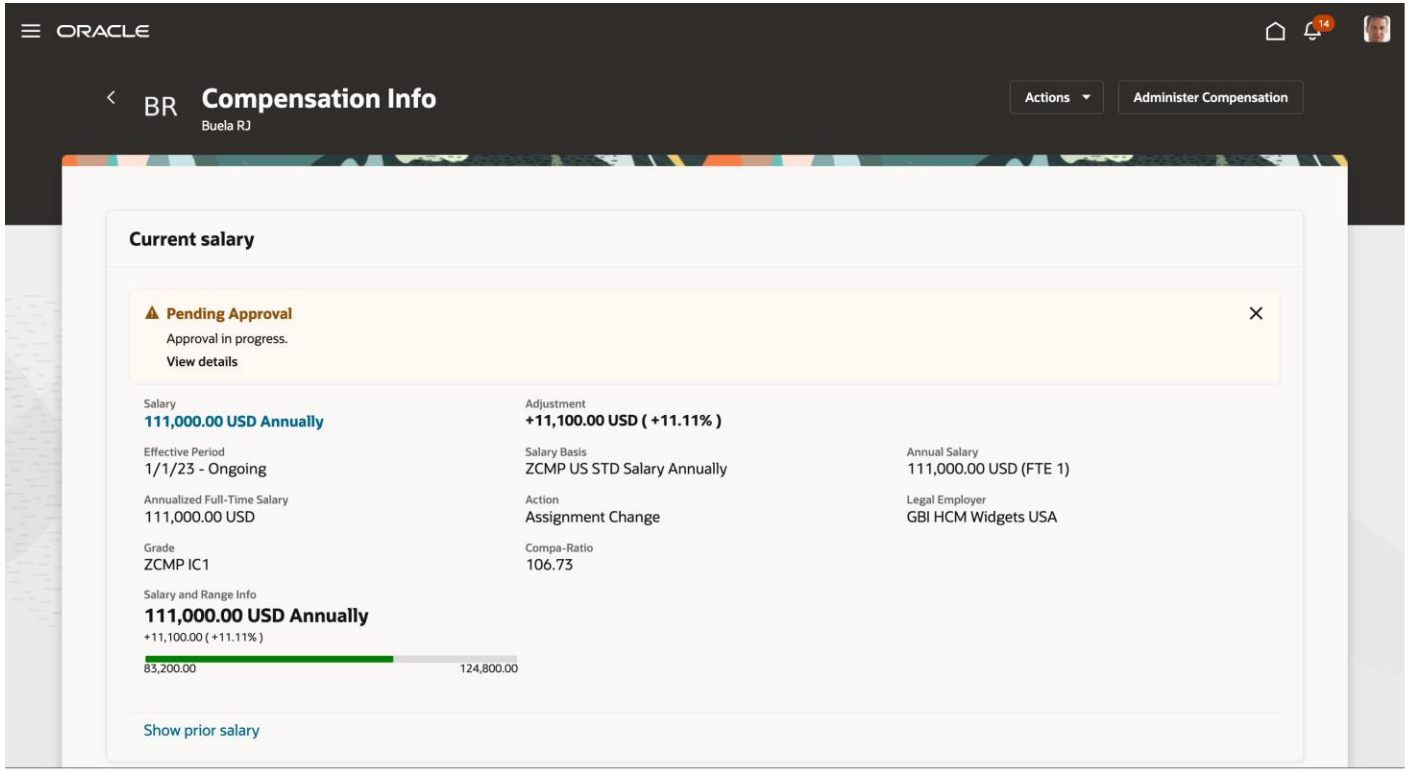
Compensation

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.

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REDWOOD EXPERIENCE FOR HR SPECIALIST'S CHANGE SALARY

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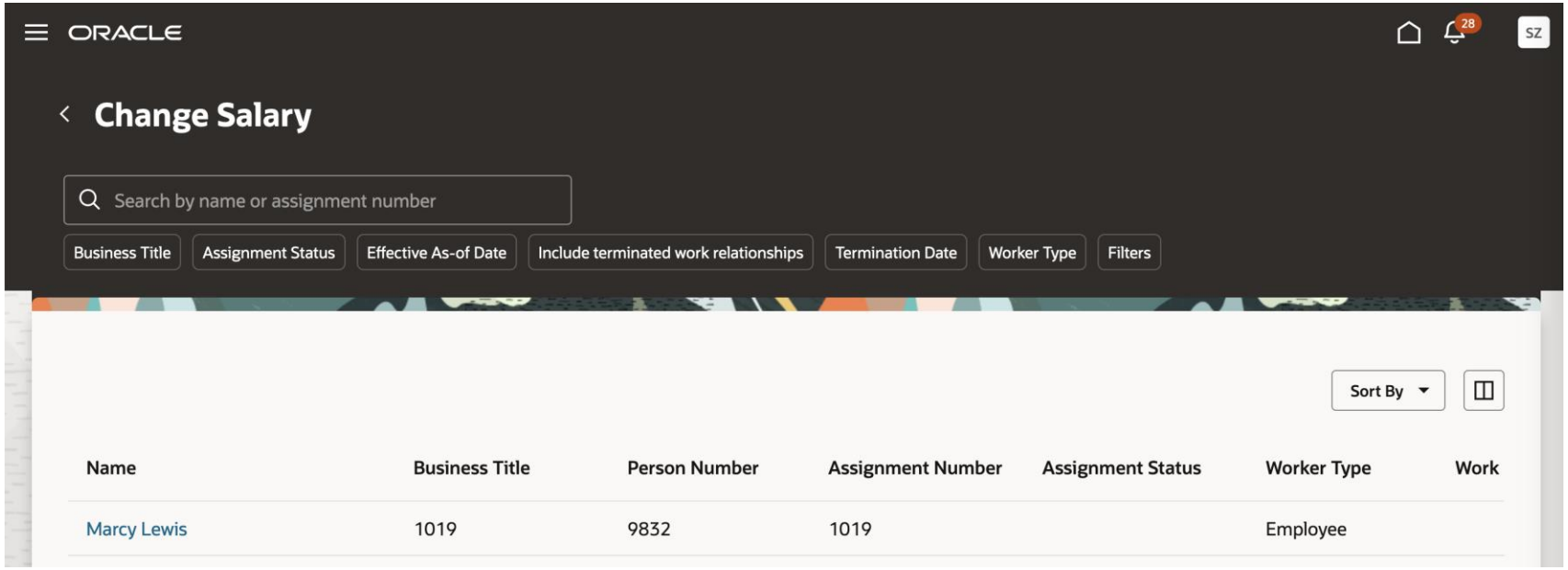
Details:

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.



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.

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

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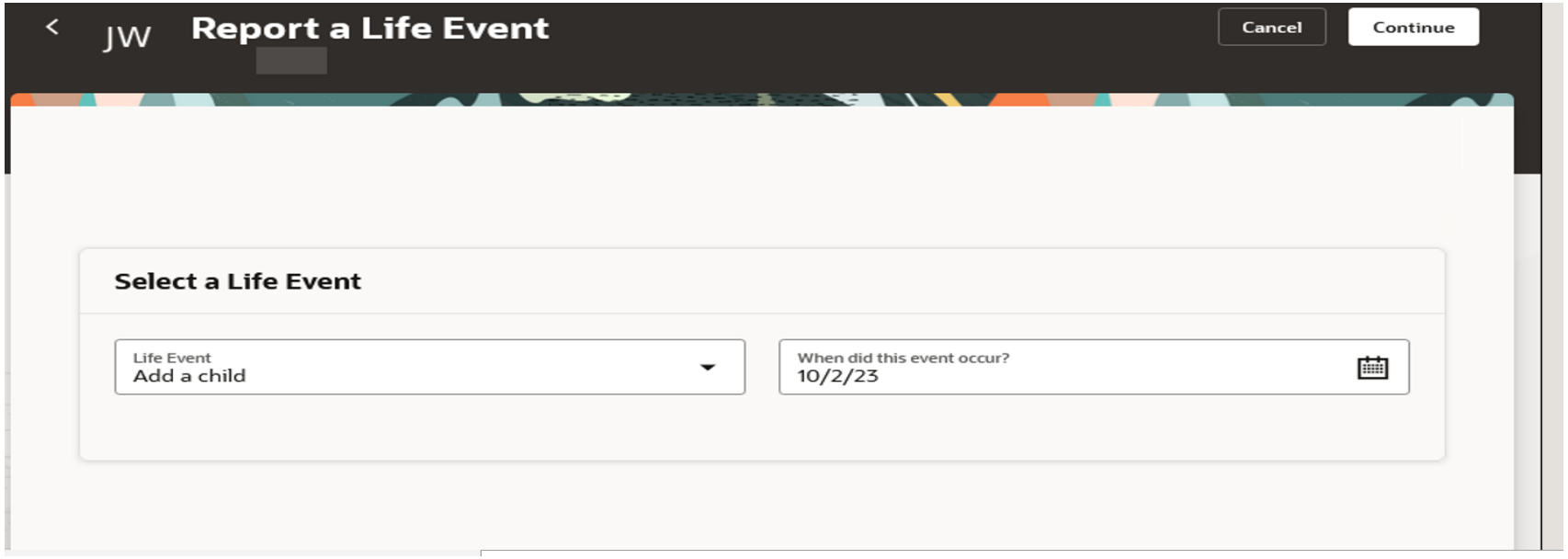
Benefit

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.



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.

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REDWOOD EXPERIENCE FOR BENEFITS SERVICE CENTER BENEFITS BILLING PAGE

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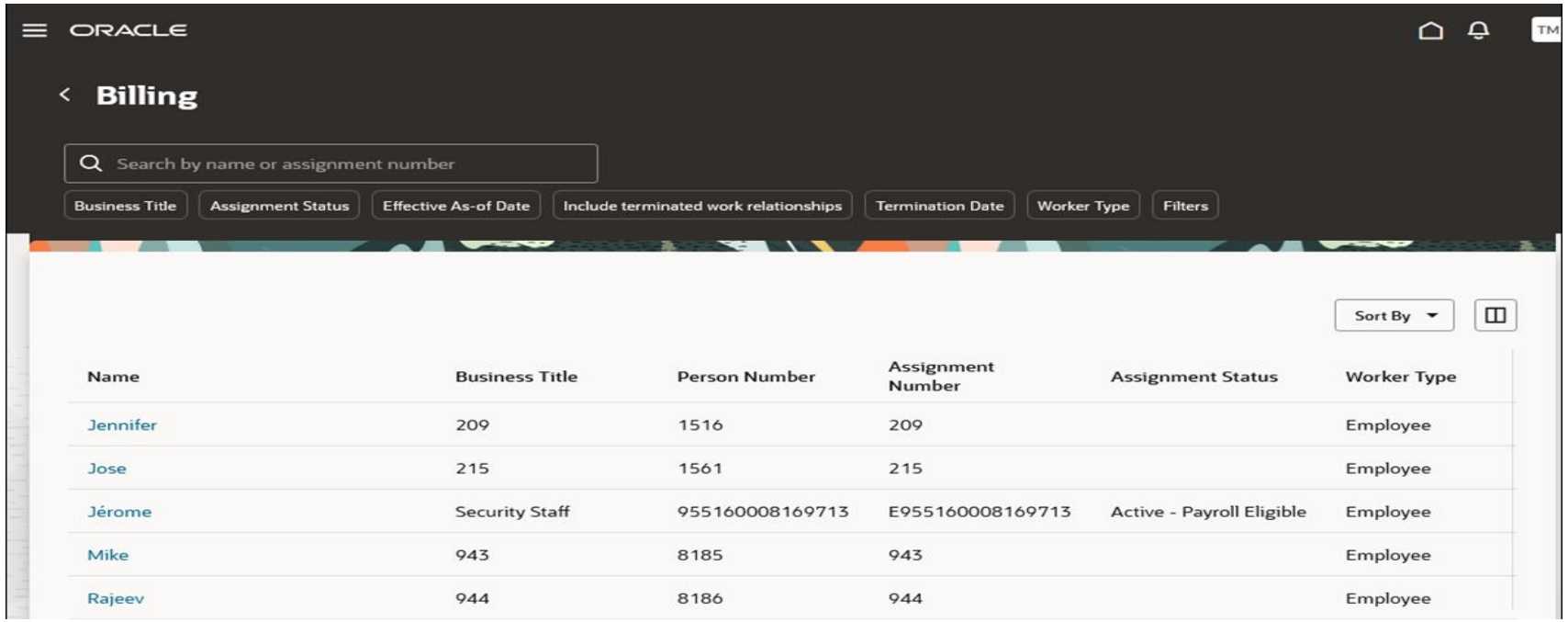
Benefit

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.



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

Impact Analysis

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

Business Benefit:

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

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REDWOOD EXPERIENCE FOR BENEFITS SERVICE CENTER COURT ORDER PAGE

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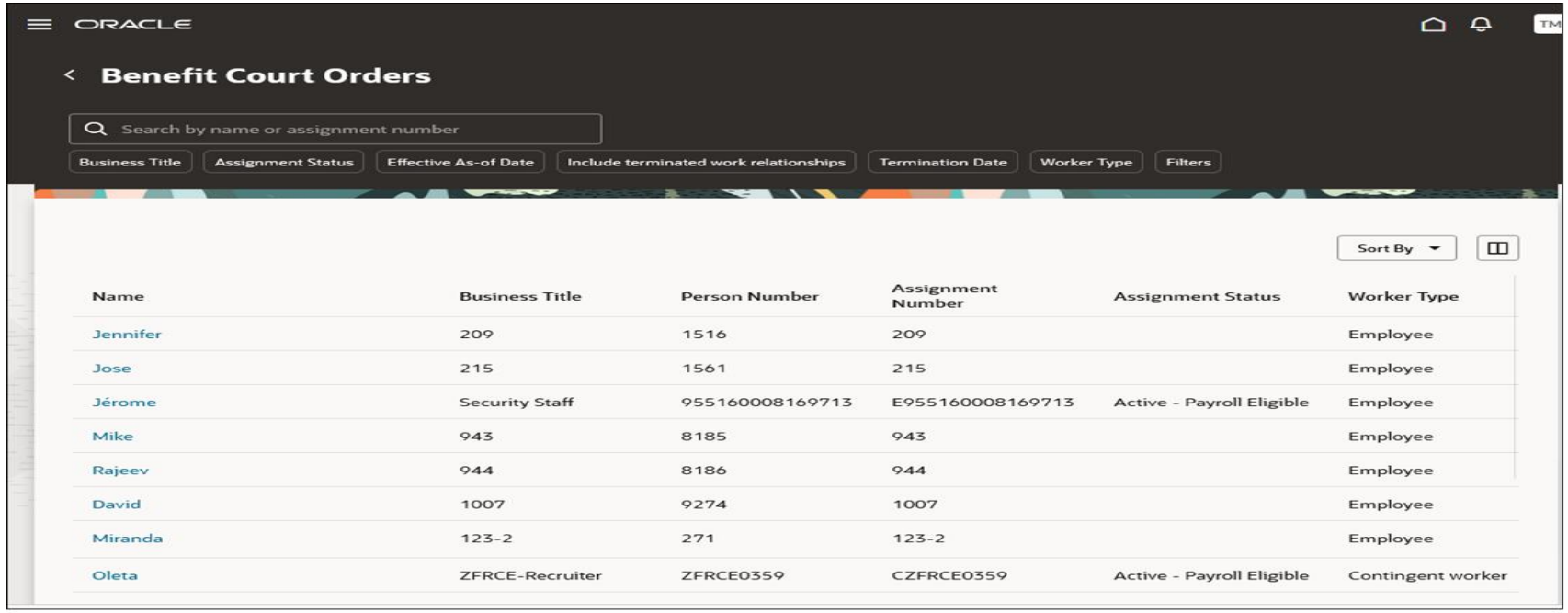
Benefit

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.



Name	Business Title	Person Number	Assignment Number	Assignment Status	Worker Type
Jennifer	209	1516	209		Employee
Jose	215	1561	215		Employee
Jérome	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

Impact Analysis

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

Business Benefit:

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

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Closing Q&A

CLOUD ENHANCEMENT & MANAGED SERVICES

CLOSING NOTE

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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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THANK YOU

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