

Mastek

Cloud Enhancement &
Managed Services

Live Webinar

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Mastek™
Trust. Value. Velocity

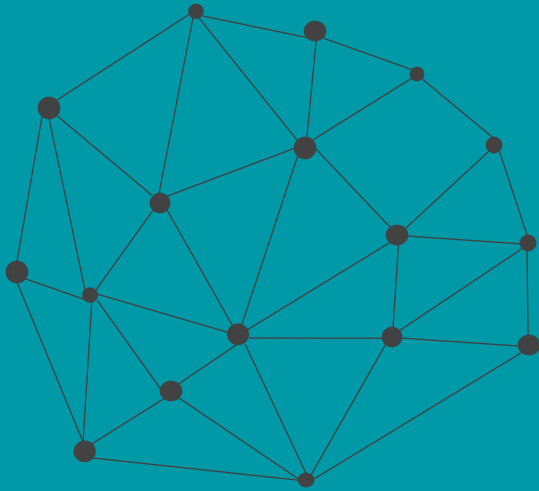
24B - BENEFITS AND COMPENSATION

Empowering you for the next update



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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.

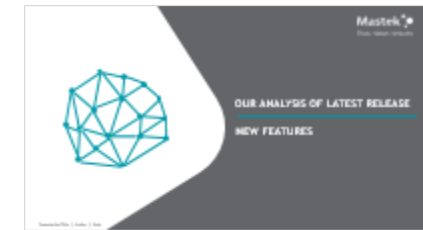
AGENDA



Our Approach to Oracle Update

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

Closing
- Q&A



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

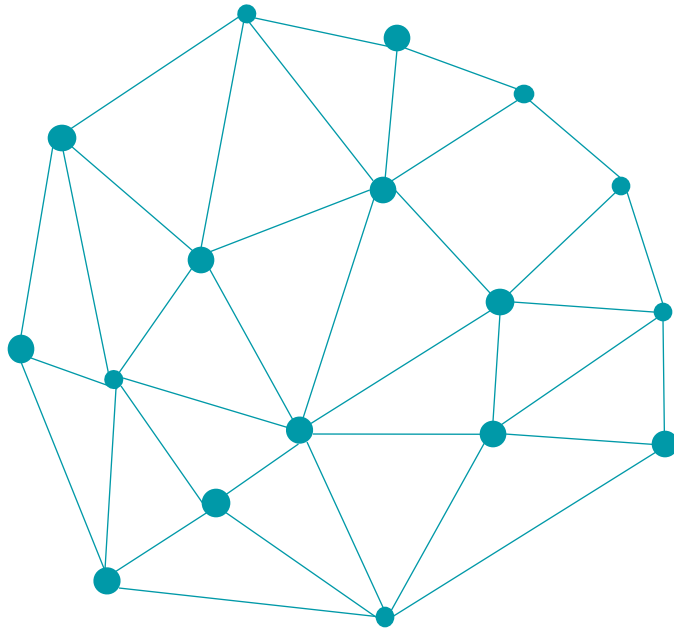
Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

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.

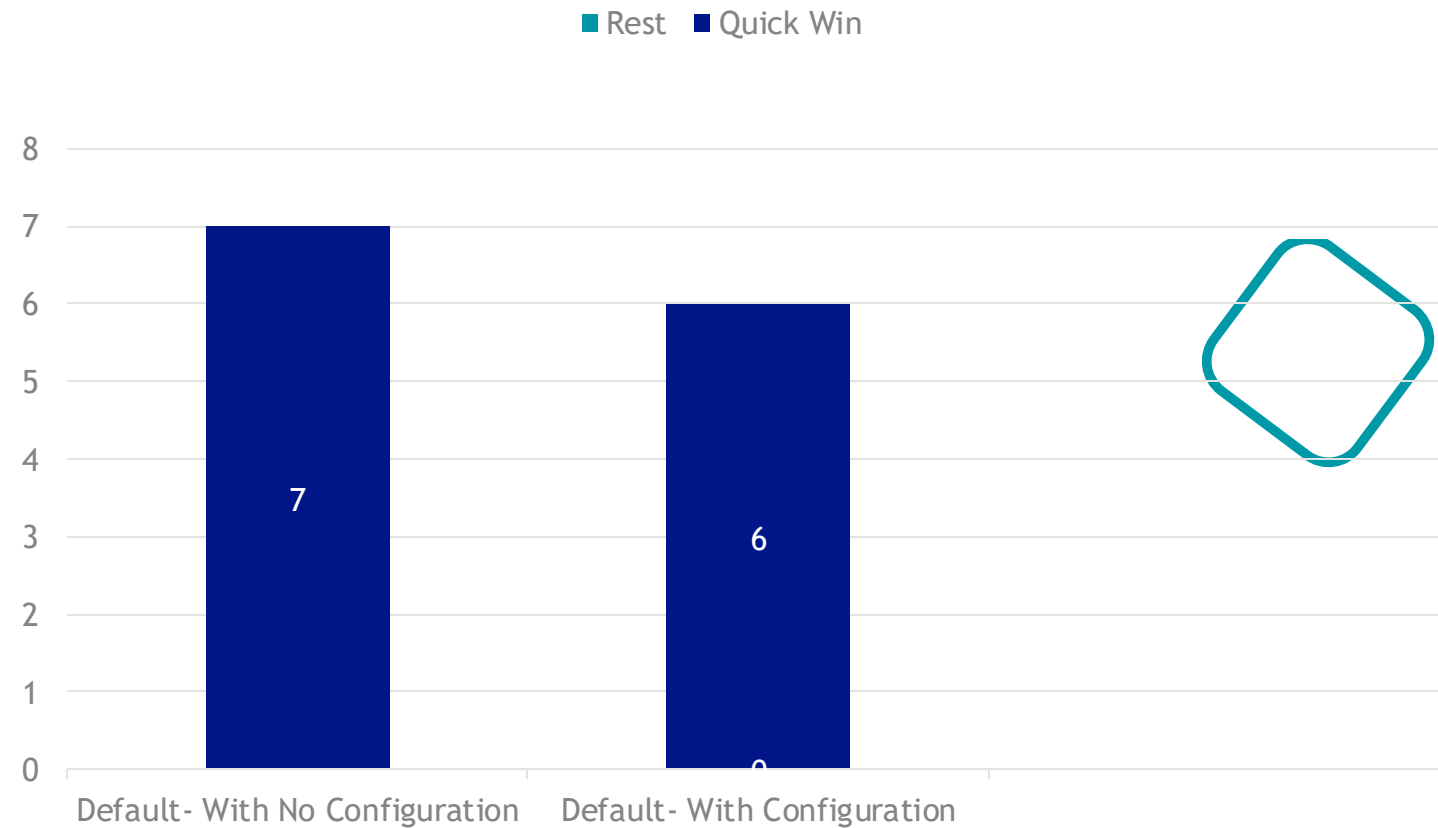




OUR ANALYSIS OF LATEST RELEASE

NEW FEATURES

13
Compensation & Benefits



Oracle Fusion Benefits and Compensation





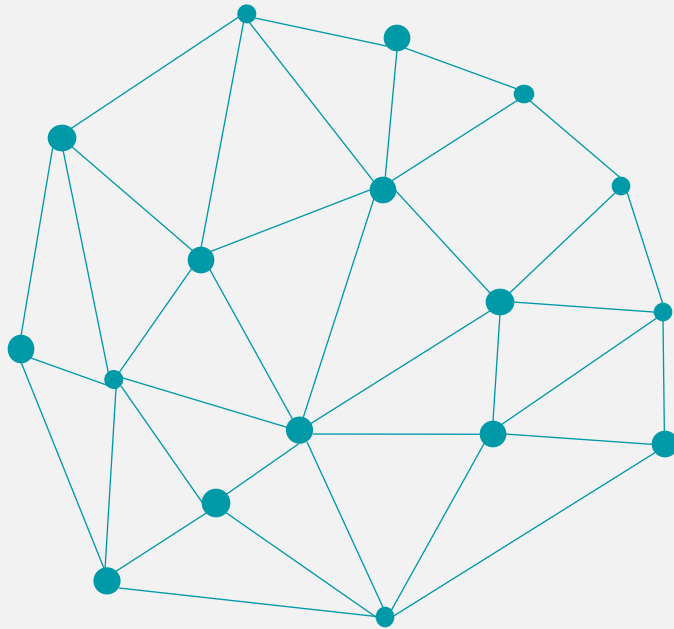
NEW FEATURES

QUICK WIN - DEFAULT WITH NO CONFIGURATION



NEW FEATURES

QUICK WINS - DEFAULT WITH CONFIGURATION



NEW FEATURES

**QUICK WIN - DEFAULT WITH NO
CONFIGURATION**

BUSINESS RULE SUPPORT INTRODUCTION FOR VIEW COMPENSATION HISTORY

Compensation

Details

The user can now use Business Rule to extend the Redwood View Compensation History.

Default Behavior	Extend using Business Rules
Landing page shows the details for the last 5 years in 5 columns	Show details for the last 6, 7, 8, 9 and 10 years
Landing page shows Overall Salary, Annual Salary, and Percentage Change rows in the Salary section	Show Annualized Full-Time Salary row
Landing page shows Salary, Other Compensation, Stock, and Recurring Payments sections	Hide Other Compensation, Stock, or Recurring Payments sections
Overall Salary details page shows various tabs, such as Salary History and Salary Trend	Hide the Salary Trend, Percentage Change, Compa-Ratio, and Growth-Rate tabs

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

These enhancements lets the user extend the View Compensation History and associated details pages and tabs to suit their needs.

BUSINESS RULE SUPPORT INTRODUCTION FOR VIEW COMPENSATION HISTORY

Compensation

View Compensation History
Pramesh Soman

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 | Business title: NewAssignment

Compensation	2024	2023	2022	2021	2020	2019	2018
▼ Salary							
Overall Salary	\$245,404.94	\$237,106.22	\$237,106.22	\$234,758.63	\$234,758.63	\$227,921.00	\$201,700.00
Annual Salary	\$245,404.94	\$237,106.22	\$237,106.22	\$234,758.63	\$234,758.63	\$227,921.00	\$201,700.00
Percentage Change	3.50		1.00		3.00	13.00	
Annualized Full-Time Salary	\$245,404.94	\$237,106.22	\$237,106.22	\$234,758.63	\$234,758.63	\$227,921.00	\$201,700.00

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

These enhancements lets the user extend the View Compensation History and associated details pages and tabs to suit their needs.

REDWOOD INDIVIDUAL COMPENSATION NOW SUPPORTS STOCK PLANS

Compensation

Details

The employees, line managers, and compensation managers can use stock-type individual compensation plans on the Redwood Individual Compensation, Administer Compensation, and Personal Contribution pages.

These stock-type plans weren't supported when the Redwood pages were introduced in 23D and 24A releases.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This enhancement helps to continue the Stock plans journey into Oracle Redwood Solutions.

ADDITIONAL PLAN TYPE GROUPINGS

Benefits

Details

This feature allows the user to now use 6 new plan type groupings along with the existing 12 to group benefit plans and plan types. Plan type grouping enables to group different plans for displaying them in the self-service enrollment flow. This grouping lets user have different text, display, and rate column information for each country.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This enhancement provides you with greater flexibility in using plan type groupings.

UPDATED DEFAULT BEHAVIOR FOR TIMELINESS EVALUATION OF LIFE EVENTS

Benefits

Details

The Timeliness Days field is now defaulted to 90 for new life events and any existing life events if their existing values are null.

General Information

Effective Start Date 1/1/1950

*Name Administrative

Type Scheduled administrative

Description

Global

Override

Additional Information

Occurred Date Determination

Evaluation Formula

Temporal Detection Rule

Check related person eligibility

Visible on self-service pages

Self-Assigned

Effective End Date

Short Name

Short Code

Continuing Benefits Type

*Timeliness Evaluation Process potential life even

Timeliness Days 90

Timeliness Period Rule

Timeliness Period Formula

Impact Analysis

Impact Level LOW

Need to Enable NO

Configuration NO

Quick Win YES

Business Benefit:

This enhancement ensures that the life events aren't inadvertently backed out and it reduces the additional work for administrators.

ADDITIONAL CERTIFICATION TYPES

Benefits

Details

This feature allows the user to now use additional certification types that are added to the enrollment, dependent, and beneficiary certifications.

Impact Analysis

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

Business Benefit:

This enhancement allows more flexibility when creating certifications. For example, now it is easier to track the exact documents.

ADDITIONAL ATTRIBUTES IN WORKFORCE ASSIGNMENT SALARY SUBJECT AREAS

Compensation

Details

This feature has addition of the columns that let the user report on HR Action and Action Reason attributes related to salary and assignment details.

Subject Area	New Folder	New Attributes
Compensation - Workforce Assignment Salary History Real Time	Worker Assignment and Salary Information > Assignment and Salary Details > Salary Details	<ul style="list-style-type: none"> •Action Identifier •Action Name •Action Reason •Action Reason Identifier
Compensation - Workforce Assignment Salary Real Time	Worker Assignment and Salary Information > Assignment and Salary Details > Assignment Details	<ul style="list-style-type: none"> •Action Identifier •Action Name •Action Reason •Action Reason Identifier

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This feature now allows the user to report on both salary and human resources actions and reasons.

SECONDARY MANAGER HIERARCHY IN WORKFORCE COMPENSATION SUBJECT AREAS

Compensation

Details

This enhancement allows reporting on compensation-related subject areas with new dimensions. The user can now report on the secondary manager hierarchies related to compensation managers and compensation worksheet managers.

Here are the new dimensions added to the compensation subject areas:

Subject Area	New Dimension	Path of the folder
Compensation - Workforce Compensation Real Time	•Secondary Manager Hierarchy	Subject area > Compensation Manager
	•Secondary Manager Hierarchy for Worksheet Manager	Subject area > Compensation Worksheet Manager
	•Primary Manager Hierarchy Details •Reviewer Details •Secondary Hierarchy Details	Subject area > Compensation Plan Details
Compensation - Workforce Compensation Budgets Real Time	•Primary Manager Hierarchy Details	Subject area > Compensation Plan Details

Impact Analysis

Impact Level **LOW**

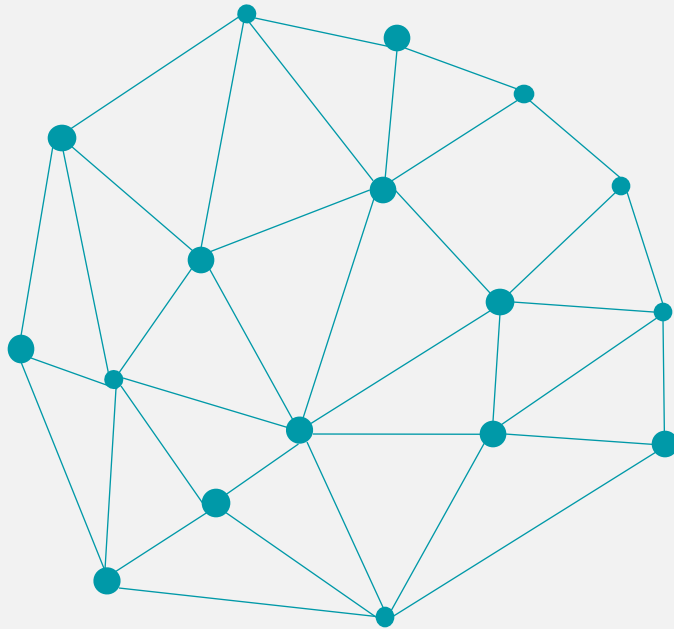
Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This feature allows reporting on secondary manager hierarchy in workforce compensation.



NEW FEATURES

**QUICK WINS - DEFAULT WITH
CONFIGURATION**

VIEW-ONLY INDIVIDUAL COMPENSATION ROLE FOR APPROVER

Compensation

Details

This feature allows the user to view the individual compensation details in the BI Publisher approval notifications using a new aggregate privilege without having to grant the approvers the ability to manage personal contribution, individual compensation, or administer individual compensation.

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This enhancement gives user the flexibility to let approvers just view data without needing the manage privileges.

VIEW-ONLY INDIVIDUAL COMPENSATION ROLE FOR APPROVER

Compensation

Notifications

TRANSFERRED 12 minutes ago

Individual Compensation Award Approval Requested for Angela CmpAnalyst (300100006067638) on 2024-02-01 by Roger ZCMP_CWB_Federer

Approve Reject

Good morning, Fred RJ

Individual Compensation Award Approval Requested for Angela CmpAnalyst (300100006067638)

Individual Compensation

Angela CmpAnalyst

Person Number 300100006067638

Effective 1/21/24

New Awards

Plan Details	Value	Start Date	Frequency
ZCMP Spot Bonus Plan	9,038.00 US Dollar	2/1/24	Once
Spot Bonus			

Input Value Names

Pay Value	9,000.00 US Dollar
Periodicity	Calendar Month

Employee Details

Assignment Number E300100006067638

Job ZCMP Analyst

Grade ZCMP IC1

Approvers

- Roger ZCMP_CWB_Federer reassigned to Fred RJ 1/22/24 6:08 AM
- Submitted by Roger ZCMP_CWB_Federer 1/22/24 4:25 AM

Journeys Pay

Personal Information Learning

Benefits Current Jobs

Volunteering Web Clock

Current Time Card Current Gigs

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This enhancement gives user the flexibility to let approvers just view data without needing the manage privileges.

REDWOOD EXPERIENCE FOR REVIEW PROPOSED PROGRESSIONS AND SALARY UPDATES DETAIL PAGES

Compensation

Details

The Review Proposed Progressions and Salary Updates detail pages have been re-created in Redwood. On both tabs, you can search the results by name, person number, or assignment number. You can also sort the results by name, assignment number, or grade name and you can download the results to Microsoft Excel.

< Results for Process 33130
Review Proposed Progressions and Salary Updates

Process ID 33130 Process Name Run Grade Step Progression Grade Ladder GSP Nurses Legislative Data Group GBI United States LDG

Updates(9) Errors(3)

Accepted 1 Rejected 1 Not Processed 7

Search by name, person number, or assignment number

Accept More Actions Sort By Download Print

	Name	Assignment Number	Current Grade Name	Current Step	Proposed Grade Name	Proposed Step	Proposed Salary	Frequency	Progression Date	Salary Change Date	Status	Action
<input type="checkbox"/>	Munster, Dale	E966169008890193	Nurse 1	Nurse 1 Step 1	Nurse 1	Nurse 1 Step 2	\$22.00 USD	Hourly	12/18/23	12/18/23	Not Processed	
<input type="checkbox"/>	O'Donnell, Donna	E966169008890197	Nurse 1	Nurse 1 Step 1	Nurse 2	Nurse 2 Step 3	\$32.00 USD	Hourly	12/18/23	12/18/23	Accepted	
<input type="checkbox"/>	O'Neal, Darnell	E966169008890189	Nurse 1	Nurse 1 Step 1	Nurse 2	Nurse 2 Step 2	\$30.00 USD	Hourly	12/18/23	12/18/23	Rejected	
<input type="checkbox"/>	Pezic, Becky	E966169008890191	Nurse 1	Nurse 1 Step 1	Nurse 2	Nurse 2 Step 3	\$32.00 USD	Hourly	12/19/23	12/18/23	Not Processed	
<input type="checkbox"/>	Talbot, Astrid	E966169008890194	Nurse 1	Nurse 1 Step 1	Nurse 2	Nurse 2 Step 2	\$30.00 USD	Hourly	12/18/23	12/18/23	Not Processed	
<input type="checkbox"/>	Volker, Amy	E966169008890187	Nurse 1	Nurse 1 Step 2	Nurse 1	Nurse 1 Step 3	\$4,160.00 USD	Monthly	12/18/23	12/18/23	Not Processed	

Impact Analysis

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

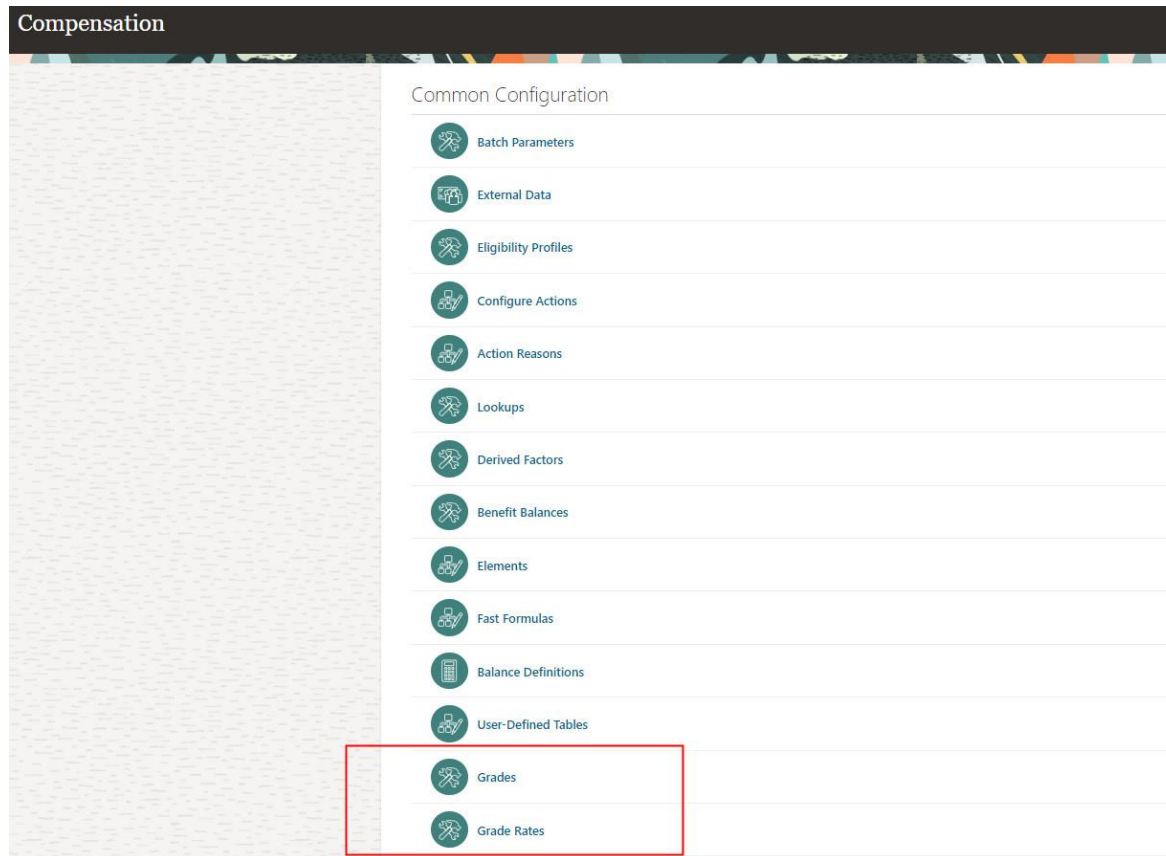
Business Benefit:

This feature allows experience of Review Proposed Progressions and Salary Updates Details Pages in Redwood's high-fidelity mode.

REDWOOD EXPERIENCE FOR GRADES AND GRADE RATES IN COMPENSATION

Details

The Redwood pages for managing grades and grade rates can be now accessed from the Compensation landing page and quick actions.



Compensation

Impact Analysis

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

Business Benefit:

This feature allows to view Grades and Grade Rates pages in Redwood's high-fidelity mode from the Compensation landing page.

REDWOOD EXPERIENCE FOR SIMULATE SALARY RANGE

Details

The HR specialists and compensation managers can now use the Simulate Salary Range page re-created with the Redwood tool set Visual Builder Studio when we enable them along with the Redwood experience.

Name	Business Title	Person Number	Assignment Number	Assignment Status	Worked
Paul ZHRX-CN-050-QTP	E300100001804150	300100001804150	E300100001804150	Active - Payroll Eligible	Emplo
Allan ZHRX-CN-050-QTP	E300100001836297	300100001836297	E300100001836297	Active - Payroll Eligible	Emplo
Sal ZPER_WLM_WRK	HCM-ADM Job 220-Real Estate Buyer	300100004511047	E300100004511047	Active - Payroll Eligible	Emplo
CWR3 MA_XFR_2TIER_013	ZPER_MA_XFR_TECHNICIAN	300100004537388	C300100004537388	Active - Payroll Eligible	Contir
Zper-Alana CWK EE MH test	ZPER-CMP_Finance Director	300100005862402	C300100005862402	Active - Payroll Eligible	Contir

Compensation

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This feature allows to view Simulate Salary Range page in Redwood's high-fidelity mode.

USE HOME ADDRESS FOR SERVICE AREA ELIGIBILITY

Benefits

Details

This feature allows the employee's home address instead of the primary or work address for eligibility profiles. For example, you want the benefit rates to be based on the home postal code or service area for a remote employee. A new profile option is added to allow service area and postal code eligibility profiles for such purposes.

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This enhancement allows to offer benefits to employees based on home address.

NEW DATA SECURITY PROFILE FOR GLOBAL MODELS

Compensation

Details

A new data security profile has been added that allows the Compensation Administrators to separately secure data in Global Models and act on the full populations of a plan.

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This feature allows to act on a separate population within Workforce Compensation Administration.

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 ?

MASTEK
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help you!

THANK YOU



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