

Annual Non-Sales Focal Program and Workforce Compensation

Manager Training

Oracle Compensation

Agenda

- 1 ➤ General Program Information
- 2 ➤ Workforce Compensation (WC)
 - Access to WC
 - Allocate, Model and Distribute Budget
 - Export to Excel
 - Rate Employees
 - Make, Review, Approve and Submit Recommendations
- 3 ➤ Tips and Resources

Annual Focal Program

General Information

- Tools

- All managers will use the new Workforce Compensation (WC) tool to enter focal recommendations

- Timelines

- Each LOB may establish their own internal timeline for the process. Check with your manager on the specifics for your organization

- Budgets

- Budgets are set at the top executive level for each organization. Each LOB head may determine the method of allocating budgets to their organization
- WC Modeling feature is available to assist in pushing down budgets based on specific criteria

Annual Focal Program

General Information

- Eligibility
 - Review the eligibility document posted on the Workforce Compensation website
 - Be sure your employee population is reflected correctly on your WC worksheet
 - Not all employees are eligible for the annual non-sales focal program
- Communication
 - **Do not** communicate recommendations until you receive notification from Corporate Compensation that approval has been obtained
 - Always check WC **before** you communicate to ensure that the final recommendations have not changed

Workforce Compensation

Manager Planning



What is Workforce Compensation?

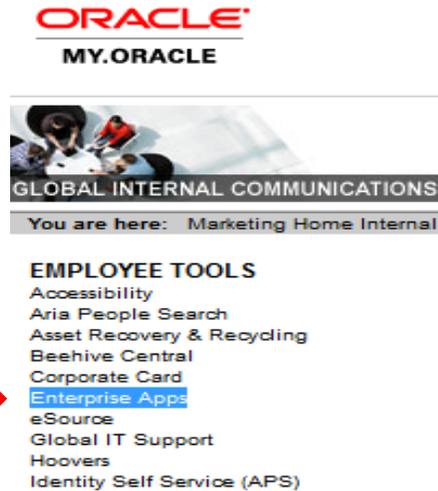
- Workforce Compensation (WC) is an Oracle Self Service Application for managing compensation processes, allowing you to:
 - Allocate, model and distribute budgets to subordinate managers
 - Rate employees
 - Make, Review and Submit Recommendations for employees
 - Review historical compensation information
 - View and download employee information for offline work or further analysis

Note: Firefox is the preferred browser for WC

Workforce Compensation

Login

1. From MyOracle Employee Tools, click 'Enterprise Apps'



3. Log on with your SSO credentials

Sign In

Username

first.last@oracle.com

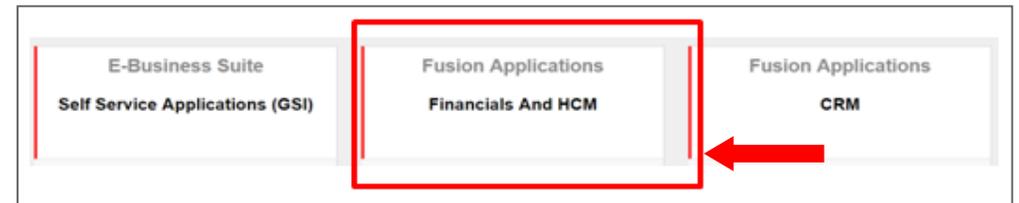
Password

.....

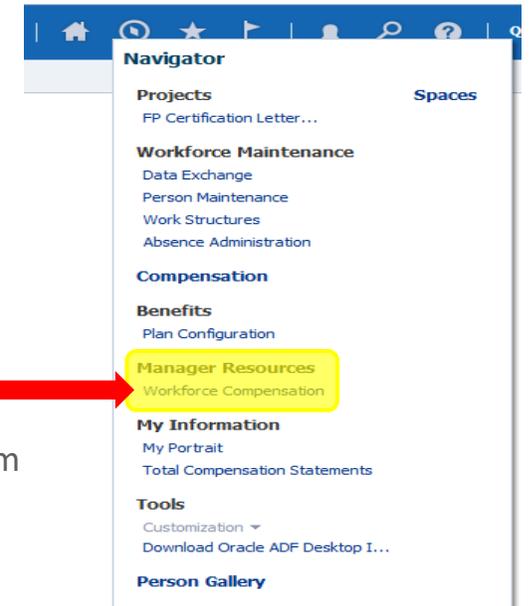
Forgot password? Reset password via OIM or call the Oracle Helpdesk.

Sign In

2. Select 'Fusion Applications – Financials And HCM'



4. In Navigator, select Manager Resources > Workforce Compensation



NOTE: Your menu options may differ from what is shown here, depending on your Access level

Workforce Compensation

Landing Page – Tasks and Plans/Pools

- **Tasks** has sections for **Compensate Workforce (1a)** & **Manage Budgets (1b)**
 - Below the headers are the **Plan (2a)** and **Pool (2b)** links which open their specific worksheets
- **Compensate Workforce (3a)** is the default display from the Navigator > Workforce Compensation link
 - Click the **Manage Budgets** header (1b) to go to **Budget Pools (3b)**
 - The **Manager drop down (4)** lets you view your subordinate managers worksheets

Workforce Compensation

Return to Compensation Work Area

Manager: John Smith (4)

Tasks

1a **Compensate Workforce**

- Annual Bonus FYxx (2a)
- Annual Equity FYxx
- Annual Focal FYxx
- More

Manage Budgets

- Annual Bonus Budget FYxx
- Annual Equity Budget FYxx
- More

Compensate Workforce

3a **Primary Managed Plans**

Plan	Plan Access	Manager Status	Status	Team	Last Approval Action	Action History	Take Action
Annual Bonus FYxx	Updates allowed	Not started					
Annual Equity FYxx	Updates allowed	Not started					
Annual Focal FYxx	Updates allowed	Not started					

Workforce Compensation

Return to Compensation Work Area

Manager: John Smith (4)

Tasks

1b **Compensate Workforce**

- Annual Bonus FYxx
- Annual Equity FYxx
- Annual Focal FYxx
- More

2b **Manage Budgets**

- Annual Bonus Budget FYxx
- Annual Focal Budget FYxx
- More

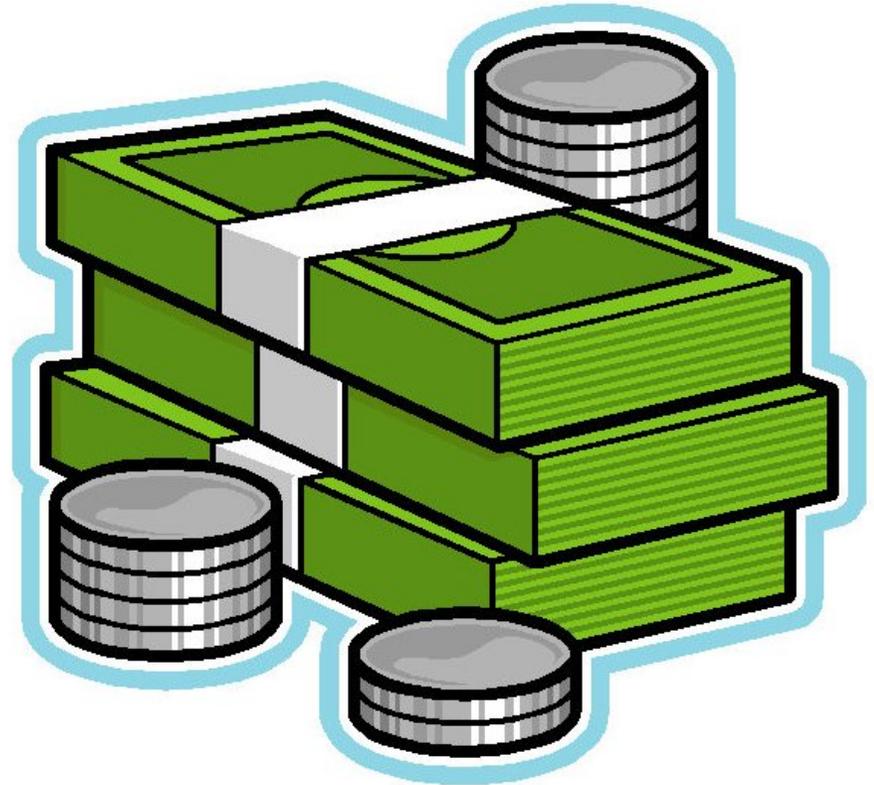
3b **Budget Pools** Adjust Budget

Detach

Budget Pool	Plan	Access Level	Eligible Workers	Units	Overall Budget
					Budget Amount
Annual Bonus Budget FYxx	Annual Equity Grant	No updates allowed	8 Shares		
Annual Focal Budget FYxx	Corporate Sales Focal	No updates allowed	8 USD		

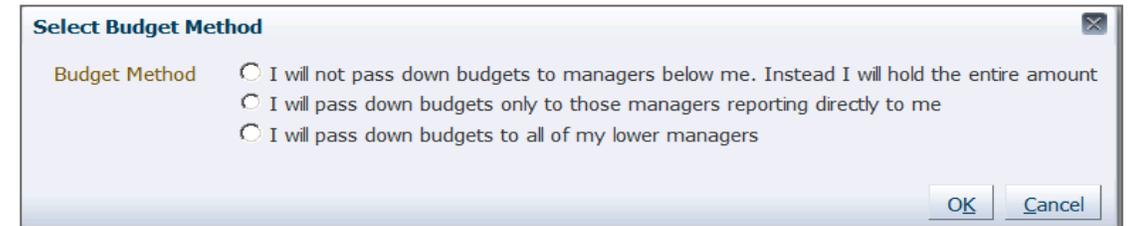
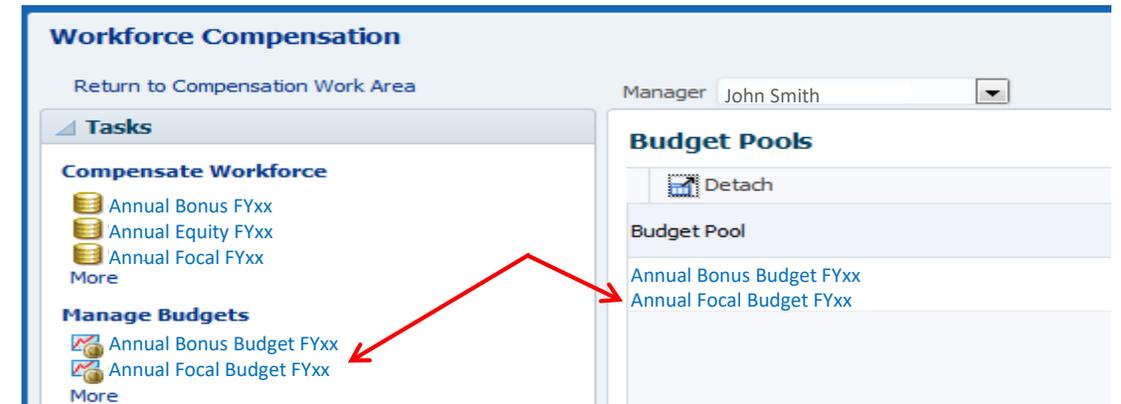
Workforce Compensation

Budget Allocation



Budget Allocation

- Go to **Tasks > Manage Budgets** and click either link for the budget pool worksheet
- The **initial** time the budget is selected, you must choose a **budget method**. Your selection will affect the budget access settings of subordinate managers
- Selecting the 2nd or 3rd option allows you to adjust the budget access level settings of subordinate managers if desired

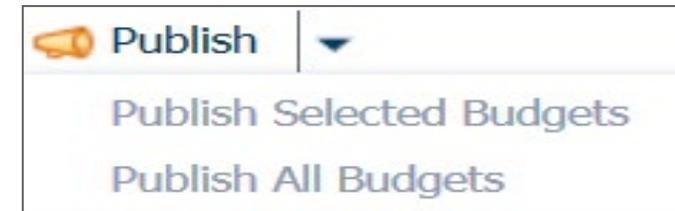


Budget Allocation

- Enter budget amounts in the **New Budget: Budget Distribution Amount** column
 - The **Direct Reports** row is the budget for recommendations to your direct reports
- You must **publish** the Budgets so subordinate managers can see their budgets
 - Click the drop-down arrow next to the **Publish** icon & select an option
 - If publishing budgets to only a few managers, highlight individual rows and use “Publish Selected Budgets”



Manager	Currency	Budget Access Level	Eligible Workers	Ineligible Workers	New Budget Budget Distribution Amount
Direct Reports	USD	Updates allowed	3	0	
Brown, Jack	USD	Updates allowed	11	0	
Sagan, Katarina	USD	No updates allowed	2	0	



Workforce Compensation

Budget Modeling



Budget Modeling

- Models make it easy to see how different allocation methods and criteria affect your budget
- Who might create Models –
 - Managers who intend to pass down budgets to subordinate managers
 - Managers who intend to make the allocations themselves (hold the entire budget)
 - Different models can be created, previewed and applied **before** publishing the budget

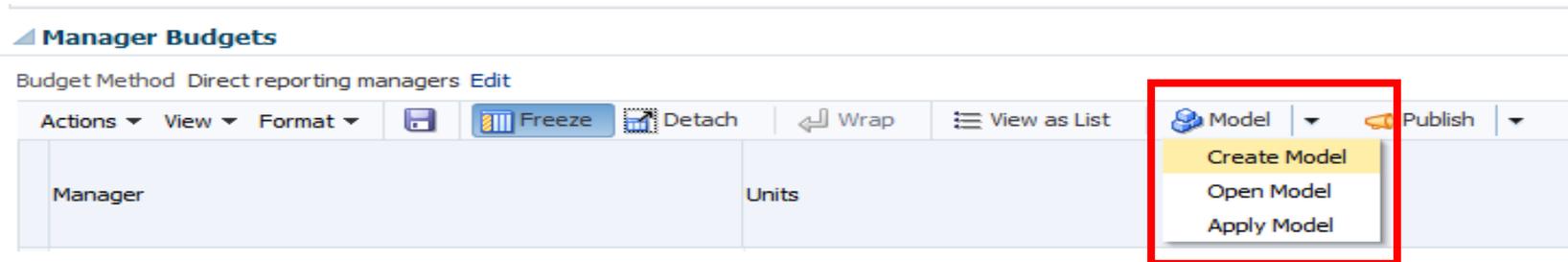
NOTES:

- Applying a model will **overwrite** any previously entered recommendation amounts
- Models should **never** be applied **after the budget has been published**

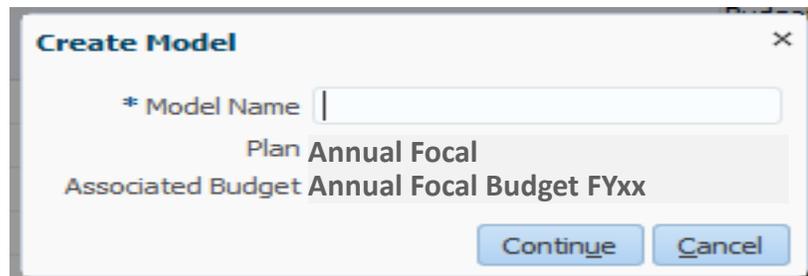
Create a Budget Model

Create Model

- On the Manager Budgets worksheet, click the drop-down arrow next to the Model icon and select 'Create Model'



- Enter the Model information and click Continue

A screenshot of the "Create Model" dialog box. The title bar says "Create Model" with a close button (X). The dialog contains a text input field labeled "* Model Name". Below the input field, the text "Plan Annual Focal" is displayed. Underneath that, the text "Associated Budget Annual Focal Budget FYxx" is shown. At the bottom of the dialog, there are two buttons: "Continue" and "Cancel".

Create a Budget Model

Model Properties

1. Choose an Allocation Method from the drop-down list
2. Select up to four Criteria from the drop-downs
Note: Criteria 3 and 4 will not appear until the first two are entered
3. Click 'Build Model'

Create Compensation Model: ... Currency | | | |

Model Properties

* Name Creator John Smith
* Allocation Method **1** Associated Plan Annual Focal FYxx
Model Access Component FYxx Annual Focal

Criteria **2**

* Criteria 1 Criteria 2
Criteria 3 Criteria 4

3

Create a Budget Model

Model Details

- Enter amounts in the **Model Values** section to calculate and reduce the **Available Budget** accordingly
 - Click the arrows to expand or collapse the levels
 - Use the inner scroll bar to view the entire list

Click 'Preview Model Results'

The screenshot displays the 'Model Details' interface. It features a table of workers with columns for 'Job / Country / Career Level' and 'Total Workers'. A 'Budget' summary table is also visible, showing 'Overall Budget' and 'Available Budget'. The 'Model Values' section is highlighted with a red box, showing columns for 'Amount for Each Worker' and 'Total Amount'. A red arrow points to the 'Preview Model Results' button.

Totals for This Model		Total Amount	Overall Budget	Available Budget
Workers Included	62119 of 62119	330,000.00	30,000,000.00	29,670,000.00

Job / Country / Career Level	Total Workers	Amount for Each Worker	Total Amount
100010.Hardware Sales Representative I.SALES.SPECPROD.IC1	12		
Brazil	1		
IC1	1	30,000.00	30,000.00
Japan	3		
Saudi Arabia	2		
United States	6		
IC1	6	50,000.00	300,000.00
100020.Hardware Sales Representative II.SALES.SPECPROD.IC2	41		
100030.Hardware Sales Representative III.SALES.SPECPROD.IC3	191		
100040.Hardware Sales Representative IV.SALES.SPECPROD.IC4	661		
100050.Hardware Sales Representative V.SALES.SPECPROD.IC5	176		
100130.PC Board Designer 3.PRODEV.ENGSVCS.IC3	1		

Create a Budget Model

Preview Model Results

- The **Summary** displays the number of employees & budget data
- Two other tabs:
 - **Worker Detail** (the default view)
 - **Manager Rollup** (shows budget by subordinate manager)

The screenshot displays the 'Preview Model Results' window. At the top, it shows 'Currency: USD - US Dollar' and buttons for 'Return to Model', 'Apply Results', and 'Done'. The 'Summary' tab is active, showing a table with 'Totals for This Model' and 'Budget' data.

Totals for This Model		Budget	
Workers Included	Total Amount	Overall Budget	Available Budget
62119 of 62119	330,000	30,000,000	29,670,000

The 'Worker Detail' tab is also visible, showing a list of workers with columns for Name, Manager Name, Hierarchy Level, Job, and Model Results (Amount).

Name	Manager Name	Hierarchy Level	Job	Model Results Amount
Ali, Mohamed Ahmed Mohamed	Farouk, Tamer	5	3327.Sales Snr Manager.SALES.S...	
MANU, Christiana	Sakho, Annick	6	3303.Technology Sales Represent...	
A Jamal, Firoze	Shivaprasad, Lata	6	42004.Course/Curriculum Dev 4-T...	
A, Ellavarasan	Polamreddy, Murahari Reddy	7	90121.Technical Analyst 2-Suppor...	
A, Mahesh Kumar	Varma, Bibhu	6	20310.Staff Consultant.CON.S.IM...	
A, Meena	Naagaboina, Venkat Ramana	7	10710.Applications Developer 1.P...	
A, Mina	Robson, Mark	8	90023.Technical Analyst 4-Suppor...	

Create a Budget Model

- Click **Done** to return to the Workforce Compensation landing page



Click **Return to Model** to return to the model properties.

- **Optional:**

– If you have **NOT** published the budget yet, you can apply the results of your model

NOTE: Applying a Model will overwrite any previously entered awards

- Click the arrow next to the **Apply Results** button
- Choose **Apply to Budget Amounts** from the drop-down list
- Go to the Budget worksheet and confirm the model amounts have been applied



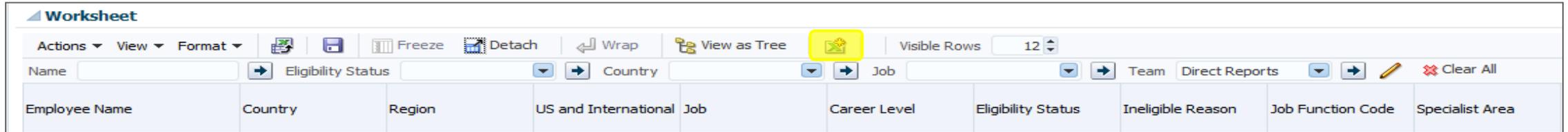
Models should **never** be applied **after the budget has been published**

Workforce Compensation

Excel Export



Excel Export



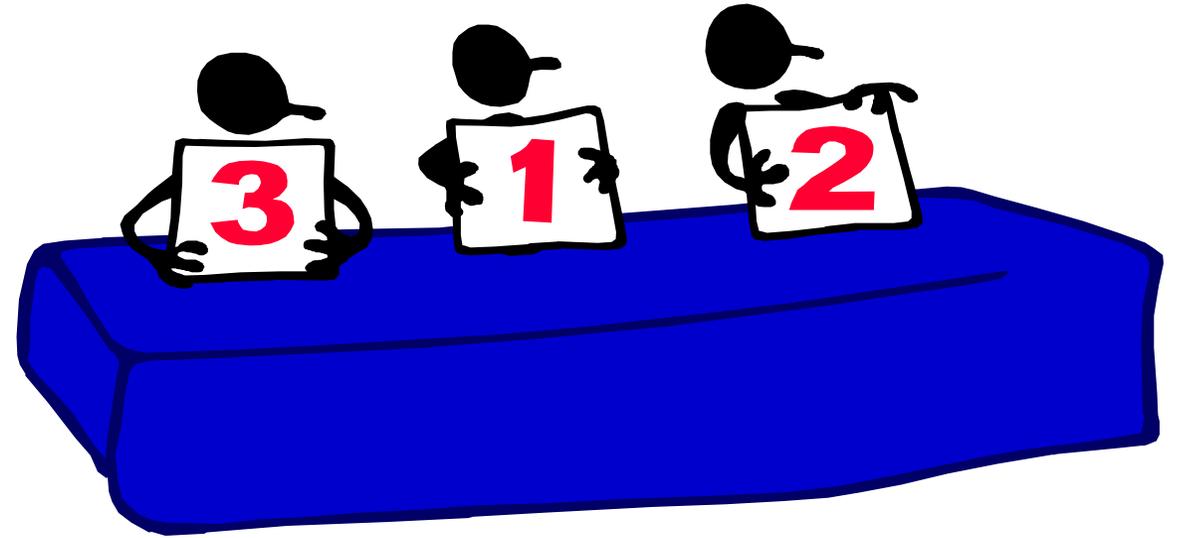
Employee Name	Country	Region	US and International	Job	Career Level	Eligibility Status	Ineligible Reason	Job Function Code	Specialist Area
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- **Manage in Spreadsheet** (Export/Import feature) is a two-way process for spreadsheet download and upload, which requires:
 - Download and installation of ADF Desktop Integration
 - Configuration of Excel
- For detailed instructions, please refer to the “WC ADFdi Installation Instructions.docx” posted on the Workforce Compensation website:
http://my.oracle.com/site/hr/global_compensation/fwc/

NOTE: You must download and install the latest version of ADF Desktop Integration, which became available on May 4, 2015. Please uninstall any old versions and install the new version.

Workforce Compensation

Rate Employees



Rate Employees

- From the WC landing page, click either link to open the worksheet for the Compensate Workforce plan
 - On the Compensate Workforce worksheet, scroll until you see the Rating column
 - Use the drop-down to select the appropriate rating
- ***Note:** The actual location of the Performance Rating column may vary, and you can customize your worksheet view by moving, adding or removing columns.

The screenshot shows the Oracle Workforce Compensation interface. The top section is titled 'Workforce Compensation' and includes a 'Return to Compensation Work Area' link and a 'Manager' dropdown set to 'John Smith'. Below this is a 'Tasks' sidebar with options like 'Compensate Workforce', 'Annual Bonus FYxx', 'Annual Equity FYxx', and 'Annual Focal FYxx'. A red arrow points from the 'Compensate Workforce' link in the sidebar to the 'Compensate Workforce' section in the main content area. This section contains a table of 'Primary Managed Plans' with columns for Plan, Plan Access, Manager Status, Status, Team, Last Approval Action, Action History, and Take Action. Below the table is a 'Worksheet' section with a toolbar containing 'Actions', 'View', 'Format', 'Freeze', 'Detach', 'Wrap', and 'View as Tree'. The worksheet grid has columns for 'E-Mail', 'Employee Name', 'Work Country', 'Career Level', and 'Compensation Performance Rating - Current'. The 'Compensation Performance Rating - Current' column is highlighted with a red box. A dropdown menu is open for this column, showing a list of performance ratings: '1 - Unsatisfactory', '2 - Inconsistent', '3 - Meets Expectations', '4 - Exceeds Expectations', and '5 - Outstanding'.

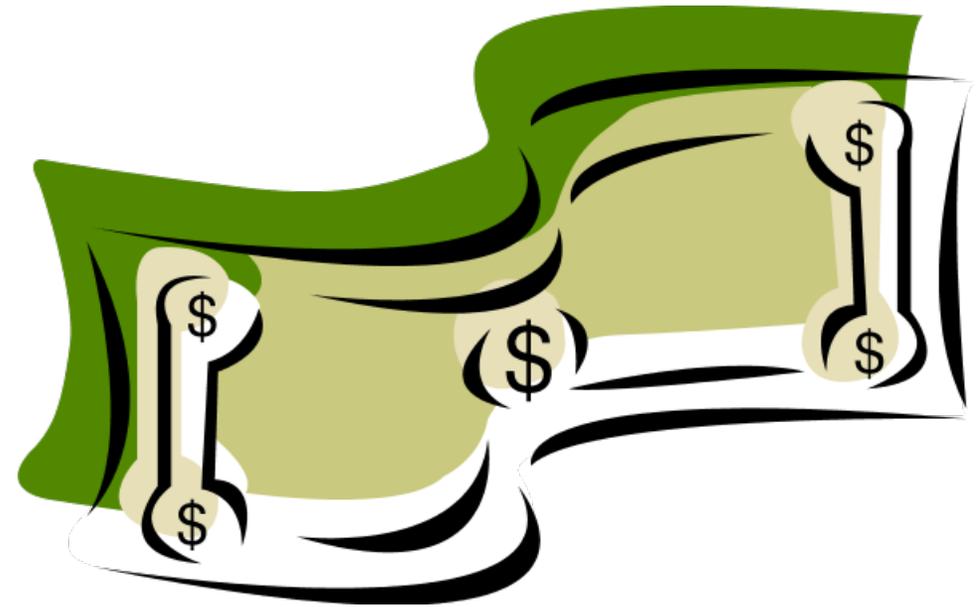
Plan	Plan Access	Manager Status	Status	Team	Last Approval Action	Action History	Take Action
Annual Bonus FYxx	Updates allowed	Not started					
Annual Equity FYxx	Updates allowed	Not started					
Annual Focal FYxx	Updates allowed	Not started					

Name	Eligibility Status	Work Country	Compensation Performance Rating - Current
E-Mail	Employee Name	Work Country	Career Level

Compensation Performance Rating - Current	Compensation Performance Rating - Prior
1 - Unsatisfactory	
2 - Inconsistent	
3 - Meets Expectations	
4 - Exceeds Expectations	
5 - Outstanding	

Workforce Compensation

Make Recommendations



Make Recommendation

View your Budget: Option 1 – Worksheet View

- If you do not see your Budget information on your Compensate Workforce worksheet **1**, check the Team filter **2**

The screenshot shows a worksheet titled 'Summary: Direct Reports'. The table below has columns for Component, Currency or Units, Eligible Workers, Workers With Compensation, Percentage of Workers Compensated, Eligible Salary, Compensation Amount, Compensation Percentage, Overall Budget for Organization, Available Budget for Organization, Budget by Team Filter, and Available Budget by Team Filter. The 'Annual Focal' row shows values for the first ten columns, but the last two columns are empty. A red box highlights these two empty columns, labeled '1'. Below the table is a 'Worksheet' toolbar with various icons and a 'Team' dropdown menu set to 'Direct Reports', which is highlighted with a red box and labeled '2'.

Component	Currency or Units	Eligible Workers	Workers With Compensation	Percentage of Workers Compensated	Eligible Salary	Compensation Amount	Compensation Percentage	Overall Budget for Organization	Available Budget for Organization	Budget by Team Filter	Available Budget by Team Filter
Annual Focal	USD	10	0	0	260,000.00	0.00	0.00	26,000.00	26,000.00		

- Select 'All' from the drop-down and click the arrow to the right of Team **3**, your budget amounts should now display **4**

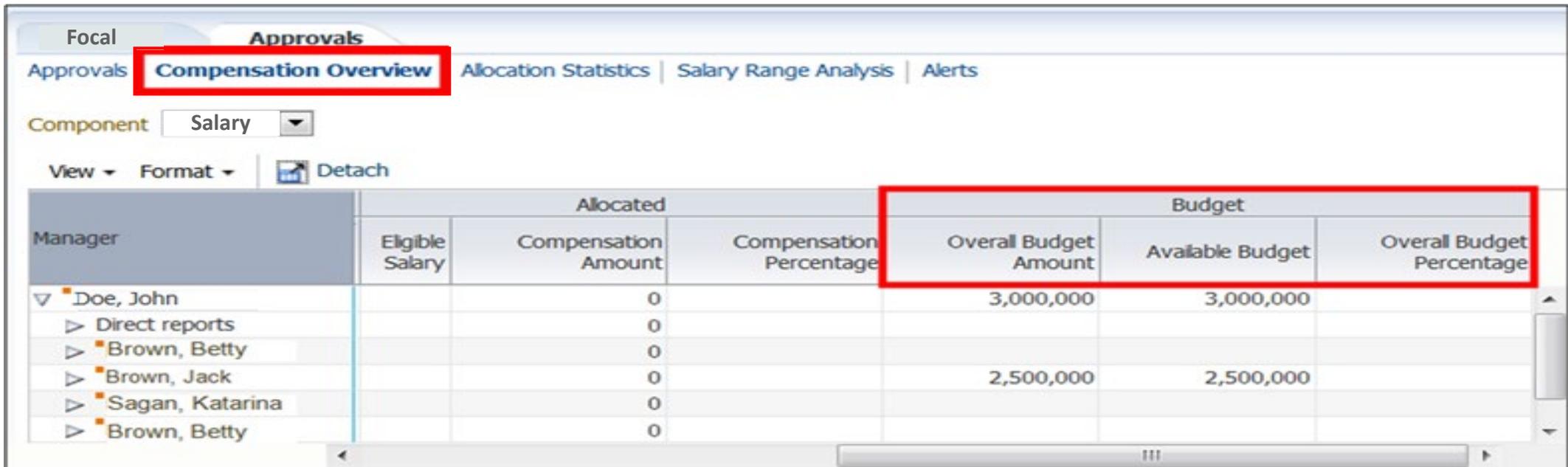
The screenshot shows a worksheet titled 'Summary: All Workers'. The table below has the same columns as the previous screenshot. The 'Annual Focal' row now shows values for all twelve columns, including 'Budget by Team Filter' and 'Available Budget by Team Filter', both of which are 26,000.00. A red box highlights these two columns, labeled '4'. Below the table is the 'Worksheet' toolbar, where the 'Team' dropdown menu is now set to 'All' and has an arrow pointing to the right, highlighted with a red box and labeled '3'.

Component	Currency Units	Eligible Workers	Workers With Compensation	Percentage of Workers Compensated	Eligible Salary	Compensation Amount	Compensation Percentage	Overall Budget for Organization	Available Budget for Organization	Budget by Team Filter	Available Budget by Team Filter
Annual Focal	USD	10	0	0	260,000.00	0.00	0.00	26,000.00	26,000.00	26,000.00	26,000.00

Make Recommendation

View your Budget: Option 2 – Approvals Tab

- Another way to view your budget is from the Approvals tab. Click the **Compensation Overview** link and scroll to the right to see the budget information.



The screenshot shows the Oracle Compensation Overview interface. The 'Approvals' tab is active, and the 'Compensation Overview' link is highlighted with a red box. The 'Component' is set to 'Salary'. The table below shows budget information for various managers, with the 'Budget' columns highlighted by a red box.

Manager	Allocated			Budget		
	Eligible Salary	Compensation Amount	Compensation Percentage	Overall Budget Amount	Available Budget	Overall Budget Percentage
▼ Doe, John		0		3,000,000	3,000,000	
▶ Direct reports		0				
▼ Brown, Betty		0				
▼ Brown, Jack		0		2,500,000	2,500,000	
▼ Sagan, Katarina		0				
▼ Brown, Betty		0				

Make Recommendation

Entering Recommendations: Option 1 - Directly into WC

- Enter job changes into the **Proposed Job** and **Proposed Discretionary Title** columns
- Enter salary changes into the **Salary Increase Amount (LC)** or **Percentage of Eligible Salary** columns. The other column will auto-calculate
- After making entries, save your work

Worksheet

Actions View Format Freeze Detach Wrap View as Tree Model Visible Rows 15

Name	Eligibility Status	Work Country	Job	Proposed Job	Discretionary Title	Proposed Discretionary Title	Eligible Salary (LC)	Salary Increase Amount (LC)	Percentage of Eligible Salary	Percentage of Base Salary
Brown, Betty		US	60550.HR Consultant 5.HR.GENHR.IC5		Sr. M&A Consultant, Compensation		49,657.53			0.00

WARNING!

DO NOT SUBMIT until **ALL** your subordinate managers have submitted their work to you. Your submittal **removes** their Update access.

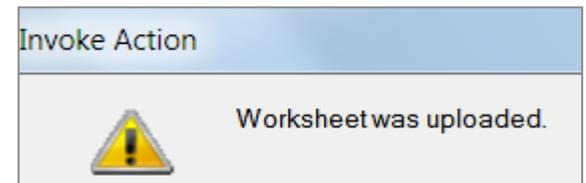
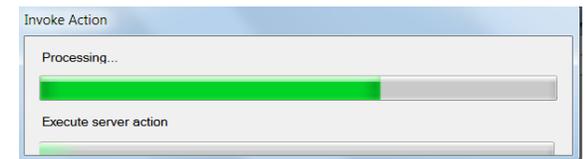
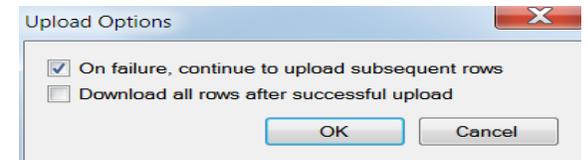


Make Recommendation

Entering Recommendations: Option 2b – Excel Upload to WC

NOTE: If you are working remotely, you must connect via **VPN** to upload your file

- In Excel:
 - Click the **Upload** button and click **OK** to select the default **Upload Options**
 - The upload will process
 - Upload is complete when you see the **Invoke Action** pop-up that says “Worksheet was uploaded”
 - Click **OK** and scroll to column D to verify the rows updated successfully
- In WC:
 - Click the plan link to refresh the Worksheet and verify your changes were uploaded



	B	C	D	E
1				
2				
3				
5				
6			Changed Status	Flagged
7				
8				Row updated successfully

Workforce Compensation

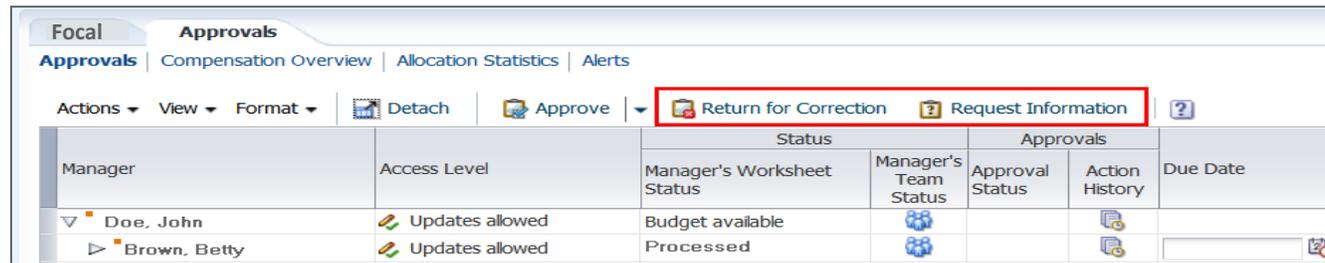
Review, Approve and Submit



Review, Approve and Submit

Review: Return for Correction or Request Information

If subordinate managers need to make corrections or you need more information before approving, highlight the manager's row and click **Return for Correction** or **Request Information**, respectively



Manager		Access Level	Status	Manager's Team Status	Approvals	Due Date
			Manager's Worksheet Status		Approval Status	Action History
▼	Doe, John	Updates allowed	Budget available	👤		📄
▶	Brown, Betty	Updates allowed	Processed	👤		📄

Return for Correction

Enter a Comment explaining the issue the manager must correct



Return for Correction

Details

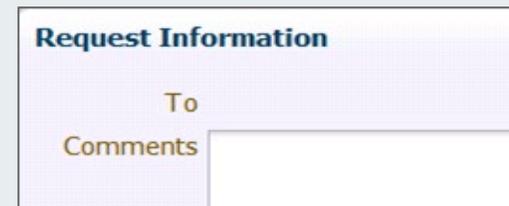
Return worksheets to selected managers and automatically notify them that access is restored to make corrections.

To

Comments

Request Information

Enter a Comment asking for the needed detail



Request Information

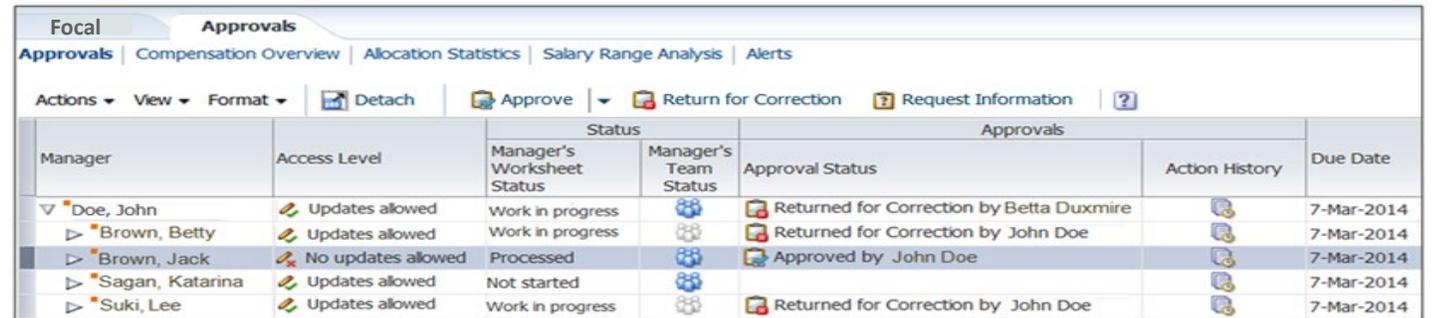
To

Comments

Review, Approve and Submit

Review: Worksheet Status

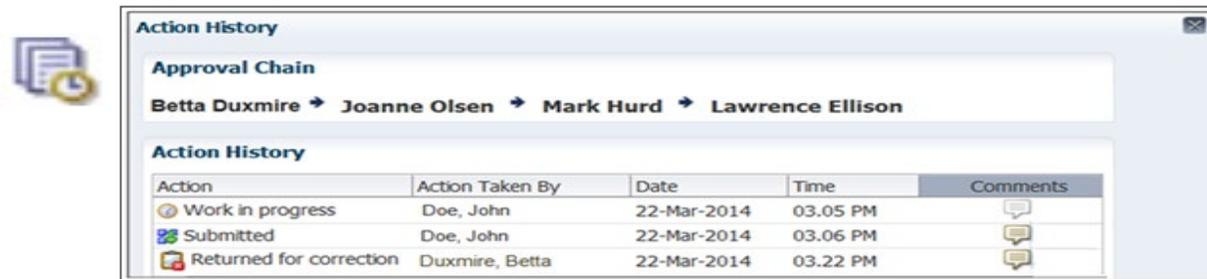
- On the **Approvals** tab, you can see your Approval Status and the Status of your subordinate managers:



The screenshot shows the Oracle Approvals interface. At the top, there are tabs for 'Approvals', 'Compensation Overview', 'Allocation Statistics', 'Salary Range Analysis', and 'Alerts'. Below the tabs is a toolbar with buttons for 'Detach', 'Approve', 'Return for Correction', 'Request Information', and a help icon. The main table has columns for 'Manager', 'Access Level', 'Status' (with sub-columns for 'Manager's Worksheet Status' and 'Manager's Team Status'), 'Approvals' (with sub-columns for 'Approval Status' and 'Action History'), and 'Due Date'. The table lists several managers with their respective statuses and approval actions.

Manager	Access Level	Status		Approvals		Due Date
		Manager's Worksheet Status	Manager's Team Status	Approval Status	Action History	
▼ Doe, John	Updates allowed	Work in progress		Returned for Correction by Betta Duxmire		7-Mar-2014
▶ Brown, Betty	Updates allowed	Work in progress		Returned for Correction by John Doe		7-Mar-2014
▶ Brown, Jack	No updates allowed	Processed		Approved by John Doe		7-Mar-2014
▶ Sagan, Katarina	Updates allowed	Not started				7-Mar-2014
▶ Suki, Lee	Updates allowed	Work in progress		Returned for Correction by John Doe		7-Mar-2014

- Click the **Team Status** or **Action History** icons for more information



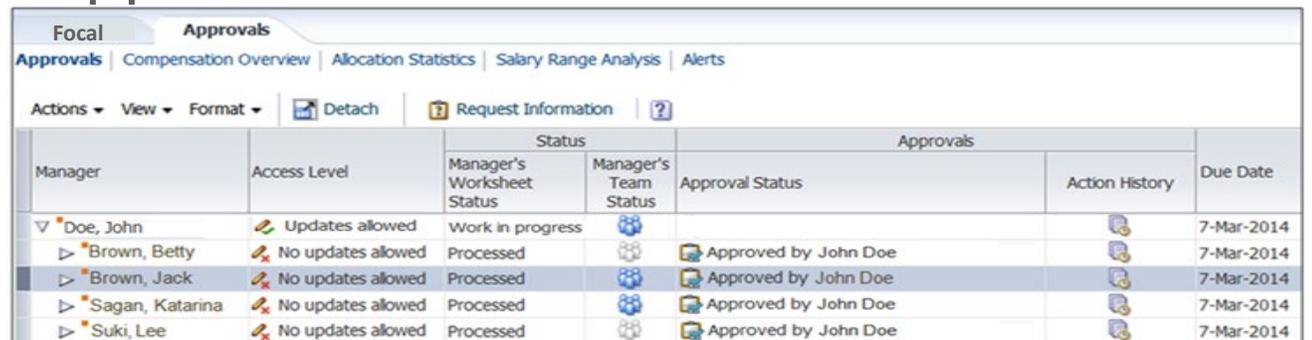
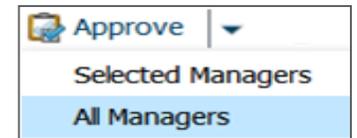
The 'Action History' window displays the approval chain and a detailed history table. The approval chain is: Betta Duxmire → Joanne Olsen → Mark Hurd → Lawrence Ellison. The history table lists actions taken by managers.

Action	Action Taken By	Date	Time	Comments
Work in progress	Doe, John	22-Mar-2014	03.05 PM	
Submitted	Doe, John	22-Mar-2014	03.06 PM	
Returned for correction	Duxmire, Betta	22-Mar-2014	03.22 PM	

Review, Approve and Submit

Approve

- Approve your subordinate managers' submissions via the **Approvals** tab. Click the drop-down arrow to the right of **Approve** and make a selection:
 - **Selected Managers:** First select a single manager or use the Ctrl key to select multiple managers. Then choose 'Selected Managers' from the Approve drop-down.
 - **All Managers:** Approves your entire hierarchy.
- Verify your subordinate managers' Approval Status shows "Approved by <your name>"

A screenshot of the 'Approvals' tab in a software application. The table below shows the approval status for several managers. The 'Approval Status' column shows that all managers listed have been approved by John Doe.

Focal		Approvals				
Approvals Compensation Overview Allocation Statistics Salary Range Analysis Alerts						
Actions ▾ View ▾ Format ▾ [Detach] [Request Information] [?]						
Manager	Access Level	Status		Approvals		Due Date
		Manager's Worksheet Status	Manager's Team Status	Approval Status	Action History	
▼ Doe, John	Updates allowed	Work in progress	[Icon]		[Icon]	7-Mar-2014
▶ Brown, Betty	No updates allowed	Processed	[Icon]	Approved by John Doe	[Icon]	7-Mar-2014
▶ Brown, Jack	No updates allowed	Processed	[Icon]	Approved by John Doe	[Icon]	7-Mar-2014
▶ Sagan, Katarina	No updates allowed	Processed	[Icon]	Approved by John Doe	[Icon]	7-Mar-2014
▶ Suki, Lee	No updates allowed	Processed	[Icon]	Approved by John Doe	[Icon]	7-Mar-2014

Review, Approve and Submit

Submit: Warning



DO NOT submit until your subordinate managers have completed their submission to you

When you submit, you are submitting your **entire organization**

If you submit **before** everyone has completed their work, you must **manually** change the update status for every affected manager

Review, Approve and Submit

Submit: Option 1 – Compensate Workforce Worksheet

- On the Compensate Workforce Worksheet, click the **Submit** button in the upper right corner



The screenshot shows the top right corner of a software interface. The title bar reads "Compensate Workforce: Annual Bonus ...". To the right of the title is a "Currency" dropdown menu set to "USD - US Dollar". Below the title bar are two tabs: "Focal" and "Approvals". In the top right corner, there are three buttons: "Save", "Submit", and "Cancel". The "Submit" button is highlighted with a red rectangular box.

NOTE: When you Submit, you are submitting your **entire organization.**

Review, Approve and Submit

Submit: Option 2 – Compensate Workforce Landing Page

- On the Compensation Workforce > Primary Managed Plans page, click the **Take Action** drop-down and select **Submit for approval**

Compensate Workforce
Primary Managed Plans

Plan	Plan Access	Status		Last Approval Action	Action History	Take Action
		Manager Status	Team			
Annual Bonus FYxx	Updates allowed	Not started				<input type="text" value="Submit for approval"/>
Annual Equity FYxx	Updates allowed	Not started				StockAward
Annual Focal FYxx	Updates allowed	Work in progress				View reports
Annual Sales Focal FYxx	Updates allowed	Not started				View manager status report

At this point you are finished with the process

Do not communicate recommendations until you receive notification from Corporate Compensation that approval has been obtained

Always **verify** in WC before you communicate to employees to ensure that the final recommendations have not changed



Workforce Compensation

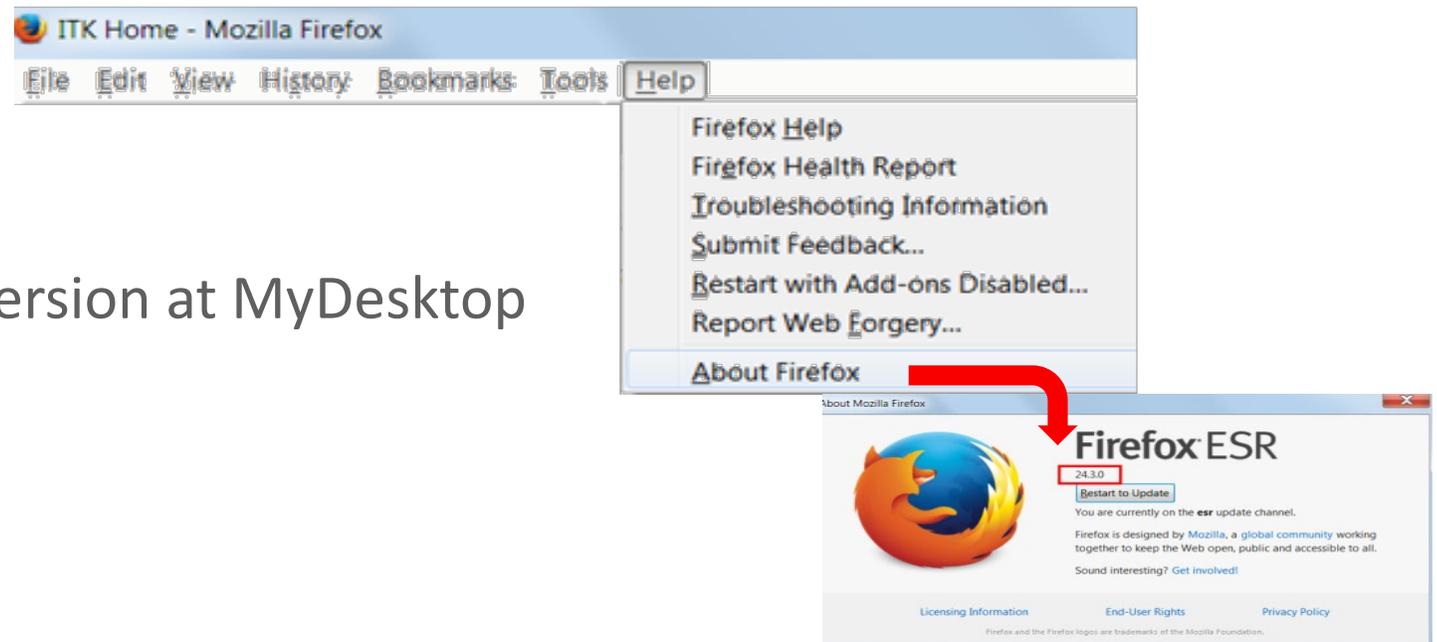
Tips and Resources



WC Tips

Browsers

- Firefox is the preferred browser
- Use the latest version of Mozilla Firefox
 - Check your version:
From the Menu Bar,
select Help > About Firefox
 - Download the latest browser version at MyDesktop
- Other Browsers
 - Chrome
 - Internet Explorer



WC Tips

Collapsible Panes and Expand Arrows

To see more fields without scrolling or if the Team filter is not visible:

1. To gain more work space, click on the left-pointing arrow to collapse the Tasks pane.
2. To show hidden filters, click on the double right-pointing arrows to expand the Worksheet options

The screenshot displays the Oracle Workforce Compensation interface. On the left, the 'Tasks' pane is expanded, showing 'Compensate Workforce' and 'Manage Budgets' sections. A red circle with the number '1' highlights a left-pointing arrow at the bottom of the 'Tasks' pane, indicating how to collapse it. The main area shows the 'Compensate Workforce: Annual Focal' worksheet. A red circle with the number '2' highlights a double right-pointing arrow at the bottom of the worksheet toolbar, indicating how to expand hidden filters. The worksheet table has columns for Employee Name, E-Mail, Work Country, Career Level, Oracle Start Date, and Eligible Salary.

WC Tips

Nested Scroll Bars

- WC has nested scroll bars (inner and outer)
 - You may need to use the vertical scroll bar to reveal the horizontal scroll bar at the bottom
 - Here, the horizontal scroll bar was out of sight
 - By using the vertical scroll bar, the horizontal scroll bar was revealed

Edit Compensation Model: TestModel
Manage All Models | Save | Save and Close | Cancel
Last Updated 3/15/14 10:06 AM

Model Properties

* Name: TestModel
Allocation Method: Allocate n amount per person
Model Access: Limit model access to model creator
Creator: model creator
Associated Plan: Stock:FY14
Component: Stock

Criteria

* Criteria 1: Country
Criteria 2: Career Level
Criteria 3: Compensation Performance Rating - Prior
Criteria 4: [Empty]

Rebuild Model

Model Details

Totals for This Model		Budget	
Workers Included	Total Amount	Overall Budget	Available Budget
754 of 754	121,000	3,000,000	2,879,000

View | Format | Detach

Country / Career Level / Compensation Performance Rating - Prior	Total Workers	Model Values	
		Amount for Each Worker	Total Amount
Argentina	1		
M3	1		
Australia	6		
IC4	5		
M3	1		
Brazil	7		
Canada	16		
France	1		
Germany	1		
Hong Kong	2		
Hungary	18		
India	304		
Ireland	1		

Preview Model Results

WC Resources

Contacts & WC Website

- Questions about:
 - **Timeline and Budget** for your organization: Contact your manager or HR Manager
 - **Eligibility**: Contact your HR Manager
 - **Workforce Compensation access and functionality**: Submit MyHelp ticket at:
https://myhelp.oracle.com/app/answers/answer_view_GA/a_id/323/loc/en_US/g_id/356#_highlight
- For more detailed information, please refer to the Workforce Compensation website:
http://my.oracle.com/site/hr/global_compensation/fwc/

Questions



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