



Performance Management Trifecta!
Performance Appraisals
Compensation Workbench
Total Compensation Statements

October 25, 2011

By Lisa Laine



Agenda

- Introductions
- Talent Management vs. Performance Management
- Performance Management Solution Trifecta
- Trifecta Capabilities
- Demo
 - Performance Plans
 - Compensation Workbench
 - Total Compensation Statements
- Integration Setup Points
- Other
- Wrap Up



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About Lisa Laine

- 13 Years Oracle HRMS Experience
- VP, HCM Solutions at Solution Beacon
- Frequent presenter
- SROAUG Board Member
- OAUG Volunteer



Solution Beacon Services

Assessments	Implementations
<ul style="list-style-type: none">• Strategic business assessments & ROI• Functional assessments• Technical assessments• IT roadmap planning• Acquisition integration• Software selection• Upgrade readiness• Hardware/Architecture assessments	<ul style="list-style-type: none">• ERP upgrades• ERP implementations• ERP migration and consolidation• Oracle Fusion Middleware - SOA• Develop industry specific front-end modules• Custom development• International dependencies and multi-org• Business Intelligence and Analytics
Optimizations	Support Services
<ul style="list-style-type: none">• Business process re-engineering• Functional optimization• Technical optimization• System architecture optimization• Database tuning and optimization	<ul style="list-style-type: none">• Functional and technical support• Focused knowledge transfer• Remote DBA support• Oracle instance hosting



Talent Management vs Performance Management

Talent Management

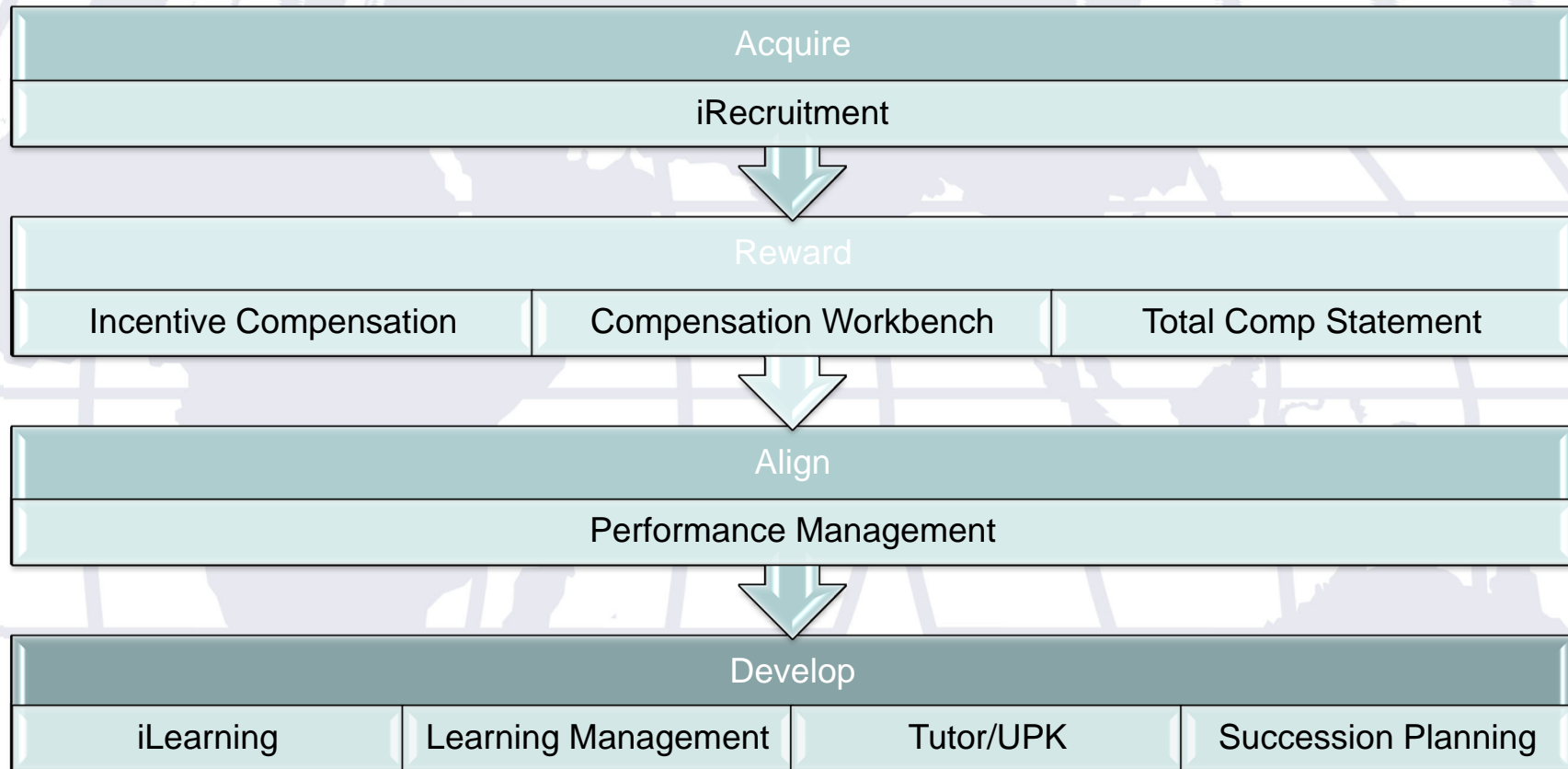
Refers to the process of developing and integrating new workers, developing and retaining current workers, and attracting highly skilled to work for a company

Performance Management

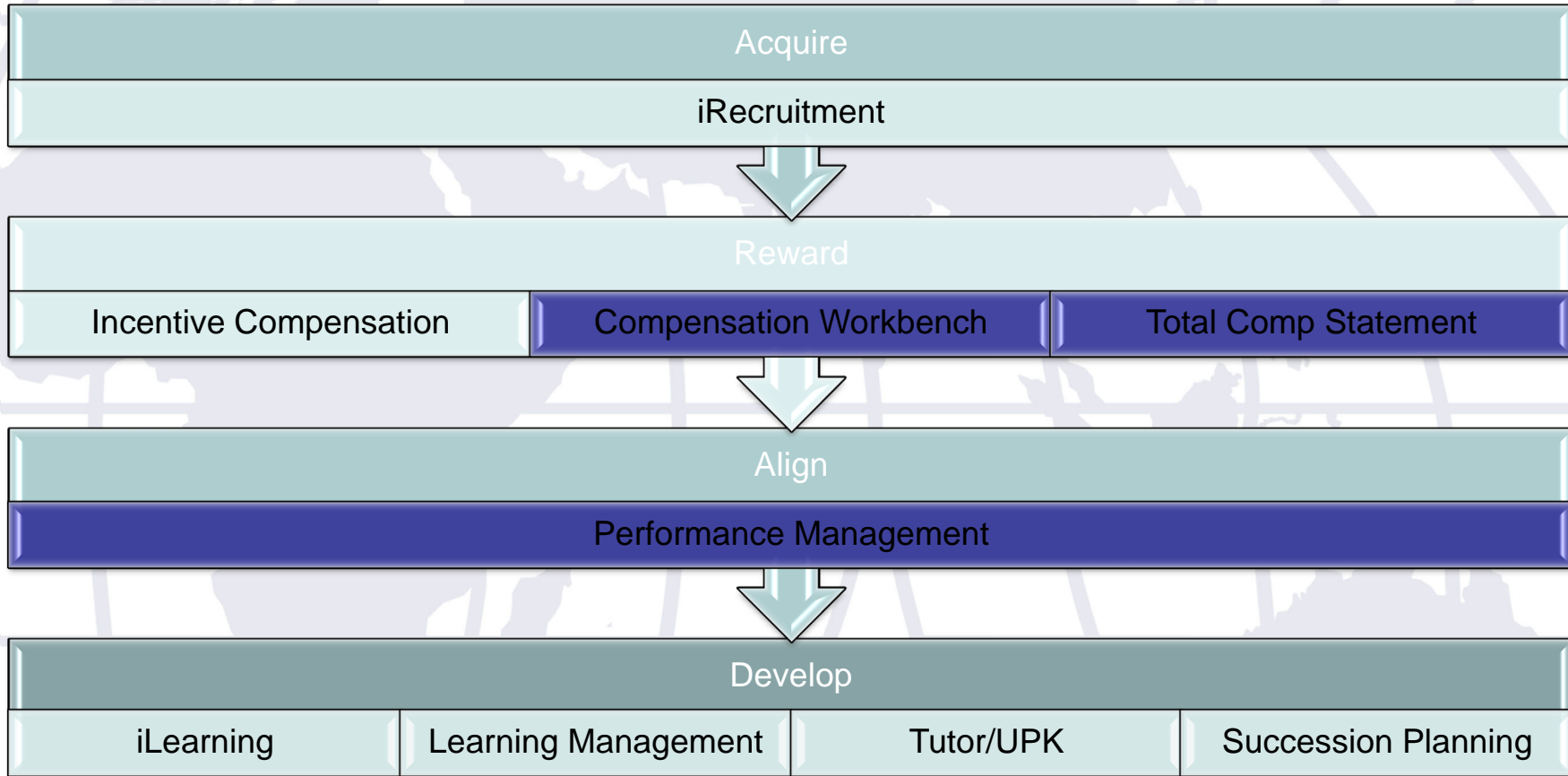
Includes activities to ensure that goals are consistently being met in an effective and efficient manner..



Talent Management - R12



Performance Management Trifecta



Talent Management - Fusion (as of Nov 11)

Fusion Modules

Human
Resources

Payroll &
Benefits

Compensation
Management

Workforce
Lifecycle Mgr

Workforce
Predictions

Performance
and Goal
Management

Talent Review

Network at
Work



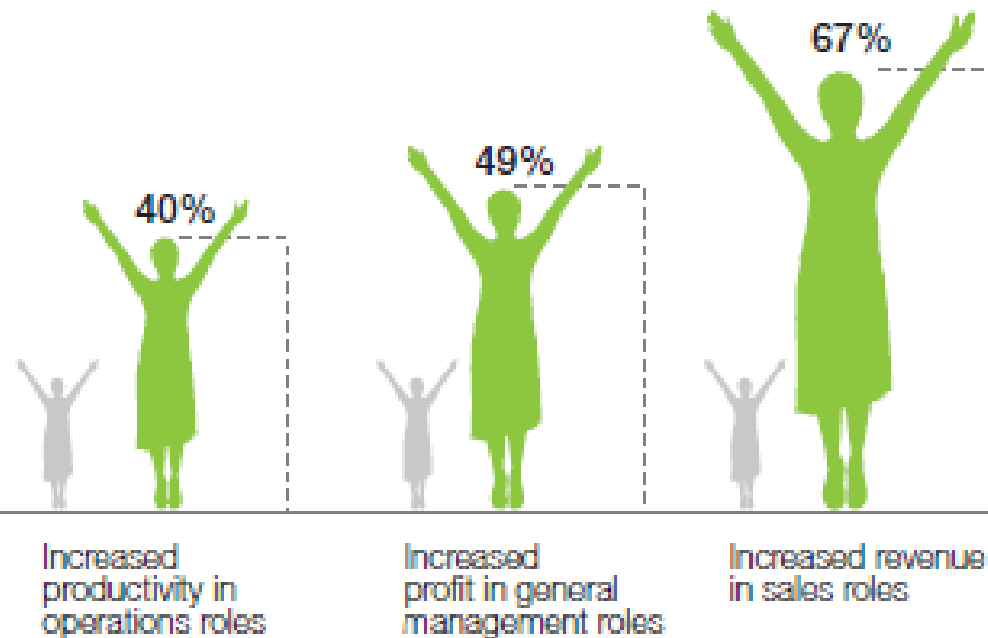
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Why Focus on EE Performance Management?



How Valuable are Top Performers?

How much more does a high performer generate annually than an average performer?

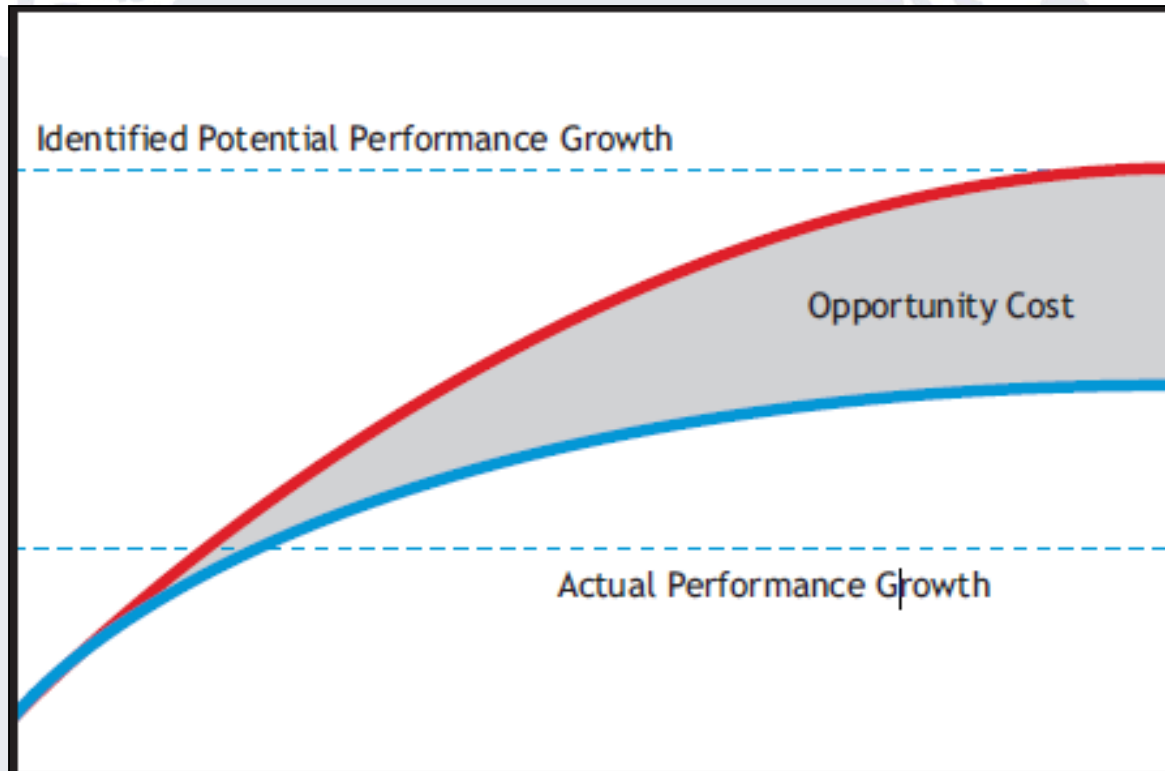


Source: McKinsey's War for Talent 2000 survey of 410 corporate officers at 35 large US companies



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Lost Opportunity Costs due to performance



Measure, Reward, & Communicate

Measure Performance

- Performance Management & Alignment

Align Pay w/Performance

- Compensation Workbench

Communicate

- Total Compensation Statement



Measure: Performance Management

- Align EE objectives with strategic goals of company
- Cascade Objectives Down
- 360 Review or Multiple Reviewers
- Skills/Competency Ratings with opt weighting scale
- Questionnaires
- Integrate with Learning Management
- Appraise ex-employees/contingent works
- Offline Appraisals

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Reward: Compensation Workbench

- Drive Pay for Performance Culture
- Global Compensation
- Budgets roll down
- Award Multiple types of compensation to groups of EEs at once
- Configurable approvals
- Switch between different currencies
- Conditional Messages & complex calculations

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Communicate: Total Compensation Statement

- Employees can view via Self Service
- Can display employee and employer costs
- Includes different types of compensation
 - Earnings
 - Bonuses
 - Taxes
 - Stock Options
 - Benefits

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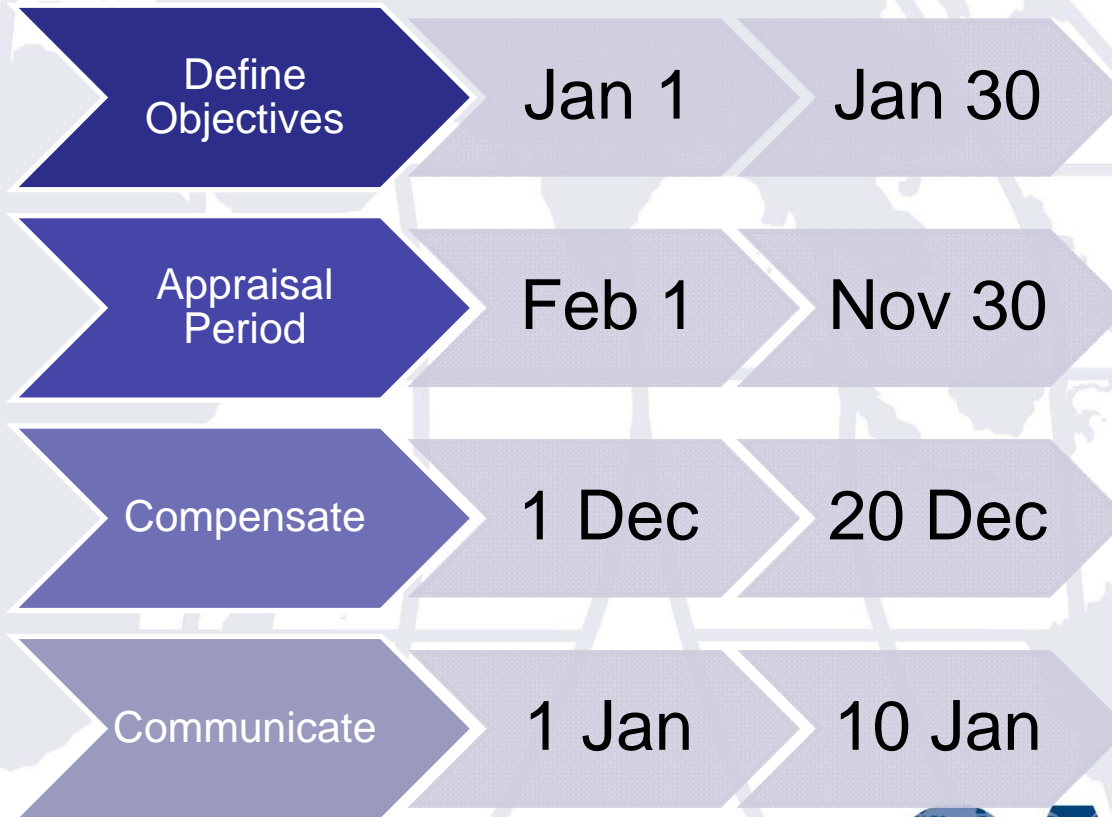
Typical Performance Appraisal Process



01-30 Jan 2010 1 Feb - 31 Dec 2010 1-30 Jan-2011

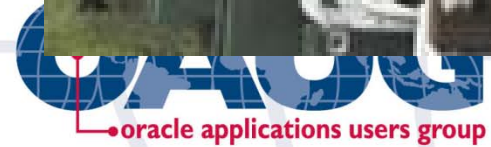


Sample Year Long Appraisal Cycle (2010-2011)



Performance Management Trifecta

DEMO



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Simplifying the R12 Decision

- Steering committees need to understand business benefits of an upgrade
- R12 capabilities provide opportunity for real value
 - Global business, acquisitions, optimizing global fulfillment
 - Increasing competitive advantage
 - Improving cycle times
 - Order cycle, promise dates, manufacturing/production
 - Enhancing customer satisfaction
 - Reducing costs
 - Increasing sales and margins
- We can help you explore these issues quickly with intelligent recommendations on next step options



Questions



Contact info:
Lisa Laine

llaine@solutionbeacon.com



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BACK UP DEMO SLIDES



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On this page, you can access worker development functions and view performance management notification messages.

Performance Management Task List

[Expand All](#) | [Collapse All](#)



Focus Task	Process	Start Date	End Date	Go to Task
<input type="checkbox"/> SROAUG 2010		01-Jan-2010	31-Dec-2010	
<input checked="" type="checkbox"/> Cascade or set objectives	Objective Setting	06-Mar-2010	08-Mar-2010	
Transfer scorecards to worker for action	Objective Setting	06-Mar-2010	08-Mar-2010	
Review worker changes	Objective Setting	06-Mar-2010	08-Mar-2010	
Finish objective setting	Objective Setting	06-Mar-2010	08-Mar-2010	
View and track objective progress	Objective Tracking	01-Jan-2010	31-Dec-2010	
Manage appraisals: WPM Global Year End Appraisal	Appraisal	09-Mar-2010	30-Nov-2010	

Notifications Awaiting Your Attention

Subject	Sent	Name	Department	Job	Effective Date	Update	Delete
The appraisal of needs your attention as main appraiser.	21-Dec-2009	Aafjes, Bert	Corporate Human Resources	CON600.Consultant	21-Dec-2009		
The appraisal of Morgan, Jack needs your attention as main appraiser.	21-Dec-2009	Morgan, Jack	Corporate Human Resources	ADT400.Administrator	21-Dec-2009		
The appraisal of Bowers, Joanna needs your attention as appraiser.	23-May-2005	Bowers, Joanna	Human Resources-East	HR010.HR Specialist	23-May-2005		

Switch Manager

To perform tasks as a different manager, select from the list.

Quick Links

- [Create Standard Appraisal](#)
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Plan	Attachments
SROAUG 2010	



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	Set objectives	Objective Setting	06-Mar-2010	08-Mar-2010	
	Align objectives	Objective Setting	06-Mar-2010	08-Mar-2010	
	Share objectives	Objective Setting	06-Mar-2010	08-Mar-2010	
	Finish objective setting	Objective Setting	06-Mar-2010	08-Mar-2010	
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SROAUG 2010	

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No results found.							

Set Objectives

Name **SROAUG 2010**
Start Date **01-Jan-2010**
Full Name **Palmer, Mr. Blair D. (Blair)**
Department **Corporate Human Resources**

Objective Setting Deadline **08-Mar-2010**
End Date **31-Dec-2010**
Assignment Number **55**
Job Name **DIR300.Director**

[Create Objective](#) [Copy Objectives](#)

Quick Links

- [View Shared Objectives](#)

Details Objective Name

No results found.

[Update](#) [Duplicate](#) [Delete](#)

[Return to Performance Management](#)



Update Objective

* Indicates required field

Cancel Apply and Update Next Apply

Name SROAUG 2010
Start Date 01-Jan-2010
Full Name Palmer, Mr. Blair D. (Blair)
Department Corporate Human Resources

Objective Setting Deadline 08-Mar-2010
End Date 31-Dec-2010
Assignment Number 55
Job Name DIR300.Director

* Objective Name SROAUG - Clap
Created By Palmer, Mr. Blair D. (Blair)
* Start Date 01-Jan-2010
Target Date 31-Dec-2010
Next Review Date
Group Account Management

Priority Low
 Appraise
Weighting Scale
Complete (%)
Achievement Date

Measurement Description Attachments

Specify how to measure achievement of this objective.

Measurement Style Qualitative
* Measure Name Yes No
 Verified
Measure Comments

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Error

The achievement date must be the same as or before today's date. Please enter a new date.

Track Objectives Progress

Cancel Apply

Name **SROAUG 2010**
 Start Date **01-Jan-2010**
 Full Name **Palmer, Mr. Blair D. (Blair)**
 Department **Corporate Human Resources**

Objective Setting Deadline **08-Mar-2010**
 End Date **31-Dec-2010**
 Assignment Number **55**
 Job Name **DIR300.Director**

Details	Objective Name	Complete (%)	Achievement Date	Actual	Verified	Line Of Sight	Comments
Show	Increase Customer Loyalty	<input type="text"/>	<input type="text"/>		<input type="checkbox"/>		
Show	SROAUG - Smile	10	<input type="text"/>	10	<input type="checkbox"/>		10 People Smiled
Show	SROAUG - Clap	<input type="text"/>	<input type="text"/>		<input type="checkbox"/>		
Show	Sarbanes Oxley Compliance - US	15	<input type="text"/>		<input type="checkbox"/>		Finished first section of tasks.
Show	SROAUG-Attend SROAUG	100	<input type="text"/>		<input type="checkbox"/>		

Cancel Apply



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Cancel Apply

Name **SROAUG 2010** Objective Setting Deadline **08-Mar-2010**
Start Date **01-Jan-2010** End Date **31-Dec-2010**
Full Name **OAUG 2010, New** Assignment Number **2114**
Department **Vision Corporation** Job Name

Details	Objective Name	Aligned To	Aligned To Owner
+ Show	SROAUG-Attend Conference	SROAUG-Attend SRO	Palmer, Mr. Blair D. (Blair)
+ Show	Sarbanes Oxley Compliance - US	Sarbanes Oxley Comp	Palmer, Mr. Blair D. (Blair)
+ Show	SROAUG - Create Successful Conference		

Quick Links
• [View Shared Objectives](#)

Cancel Apply



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