Comprehensive knowledge models for technical structures of the Oracle Workforce Compensation Cloud

Simple design of comprehensive compensation processes

Oracle Workforce Compensation Cloud enables comprehensive compensation administration. With it, unlimited compensation plans can be modeled, analyzed and budgeted – both locally and globally: plans are developed specifically for each company and perfectly adapted to the respective strategy and policy. Thus, the ever-changing business requirements can be taken into account. This provides a deeper understanding of all compensation activities, including base salary, bonuses and equity awards. By including performance evaluations, target achievement information and other metrics in the compensation calculation, the concept of performance-based pay can be established.

Comprehensive process and application knowledge

With Horus BP4 Workforce Compensation, the user or application expert receives an easy-to-use knowledge-based system, which is obtained as a service from the Horus Public Cloud. The Horus Knowledge Explorer provides comprehensive business process knowledge for the relevant Oracle application modules. The access for the users is target group oriented and related to the respective purpose of use. This also applies to the possibilities for invaluable knowledge exchange within the company.

Components of the knowledge product BP4 Workforce Compensation

An extensive knowledge base is the core of Horus BP4 Workforce Compensation and allows the user a profound insight into the functional structures of Oracle Cloud Applications.This knowledge base consists of easily comprehensible, logically linked models that provide different perspectives on the user-relevant aspects of Oracle Cloud Applications.

The core consists of the following modeling components:

- Definition of simple and complex compensation calculation
- Communication of remuneration and compensation targets
- Global management of compensation plans

Oracle Workforce Compensation Cloud