



Customer Success Story: Learn how Herman Miller Modernized HR

Oracle Modern HR Forum December 2013



Agenda

- Herman Miller Modernized Compensation using Oracle Cloud
- Overview of Workforce Compensation module in a real business application



Background Information

The Herman Miller required a compensation administration solution for the US and Canada business units with multiple departments, locations and jobs. The previous Compensation System developed internally, employed Lotus Notes and a custom database. This company conducts merit/pay administration for the organization twice a year, with the larger group (4000+ employees).



Business Problem

The previous system, there was an extensive amount of technical preparation work required prior to the opening of each compensation cycle.

- ❖ Gathering a large number of spreadsheets
- ❖ Manually updating system data.
- ❖ Manually create ~200 customized executive total compensation statements
- ❖ Poor user experience for superiors and managers
- ❖ Limited visibility for higher level managers





Why Modernize

The three main goals:

1. Reduce complexity in preparing for and administering the compensation planning process
2. Enable greater line manager self-service and real time visibility high level management.
3. Streamline business process to decrease exceptions.



Solution: Workforce Compensation Module

Compensation Plan(s)

- Merit and Equity plans administration design and an agreed-upon set of business requirements enabled Oracle Cloud to be set up with a compensation plan using two components.
- Feedback from line managers indicated a desire to input pay recommendations for direct reports themselves and then route that information to the next-level manager. To achieve this desire, the team utilized the delivered Roll-Up approval process to route worksheets for final approval to minimize complexity and meet end-user needs



Manager Compensation Worksheets

Manager: John Sample

Compensate Workforce: MyTalent Compensation Administration (Production Copy) 2t (?)

Currency: Worker local currency Save Submit Cancel Due Date 11/15/13

Merit/Equity Pool Administration Pay Administration Detail Additional Employee Information Additional Resources Confirmation Statement

Summary: Direct Report

Pay Increase Component	Eligible Employees	Total Annual Salary Expense	Total Pool Allocation	Actual Pool Allocated	Remaining Pool
Merit Increase	8	499,272.80	11,823.75	0.00	11,823.75
Equity Increase	6	419,005.60	0.00	0.00	0.00

Worksheet (?)

Actions View Format Detach View as Tree Export

Name Job Title Clear All

Employee Name	Merit Increase Eligibility Status	Equity Increase Eligibility Status?	Alerts	Guideline Recommended Minimum Merit Increase	Guideline Recommended Maximum Merit Increase	Budgeted Merit Increase	Proposed Increase %	Proposed Equity Increase	Equity Adjustment Comments	01/01/14 Performance Rating	Base Pay Eligible for Increase	Current Base Pay	Current An FTE
Sample, Kelly	Eligible	Eligible		2.50	3.75	3.25				3.77	83,925.00	83,925.00	
Sample, Rachel	Eligible	Ineligible		0.00	2.25	1.50				3.92	40,976.00	19.70	
Sample, Mary	Eligible	Eligible		2.25	4.25	3.25				4.08	85,738.00	85,738.00	
Sample, Sam	Eligible	Ineligible		0.00	2.00	1.50				3.65	39,291.20	18.89	
Sample, Helen	Eligible	Eligible		3.00	4.00	3.75				4.20	64,342.00	64,342.00	
Sample, Dave	Eligible	Eligible		2.25	3.50	3.00				3.81	46,612.80	22.41	
Sample, Peter	Eligible	Eligible		0.00	0.00	0.00				2.95	80,855.00	80,855.00	
Sample, Joe	Eligible	Eligible		1.50	3.00	2.25				3.25	57,532.80	27.66	



Legacy System to Oracle Cloud Solution

Switching from a legacy HCM system to Oracle Cloud HCM will result in a great deal of change especially if this is your first experience with a SaaS. We've seen first-hand how this affects a company and to help you prepare, have some advice to share.

- *Give yourself time* – Configuring Fusion correctly requires that you spend sufficient time upfront gathering requirements for both data and functionality. It also means not rushing the prototyping phase. The importance of time is to make sure the design meets your needs.
- *Know yourself well* – HR professionals should take a hard look at all the nuances and complexities of the compensation process. You should have a firm grasp of any special needs you may have since a SaaS implementation does not allow for any customizing.
- *Look for a strong partnership between Oracle and your implementer* – Communication is key. Being able to ask questions and get a quick turnaround from Oracle is critical to staying on target.





Emtec as implementation Partner

Emtec the Company	EMTEC SERVICES AT A GLANCE	LOCATIONS	
<ul style="list-style-type: none"> Serving clients for over 46 years 14 locations including 8 development centers Over 1,000 full-time professionals Voted One of the Top 100 Places to Work by Cranes Chicago in 2012 Our consultants have an average of 14 years of experience. Nearly 45% have advance certifications 73% of our PMs, Architects & Consultants worked at Tier 1 consultancies in a previous life \$255M IT services Provider 	<ul style="list-style-type: none"> Emtec has completed more than 1,100 Package Application engagements, including: <ul style="list-style-type: none"> – 300+ Oracle clients with more than 615 engagements – 206 EPM / Hyperion & OBIEE clients and 323 engagements – 186 Microsoft Dynamics and more than project Emtec is a premier provider of SaaS and Emerging technologies consulting, including 51 Salesforce Clients with more than 75 engagements, including Sales Cloud, Service Cloud and Custom Cloud Emtec has performed more than 6.3M hours of application development and maintenance work ranging from Business Analysis to Product Development. 	US Locations	Global Offices
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Questions





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