Oracle Fusion Incentive Compensation empowers organizations with a rich set of plan design capabilities to streamline the rollout of new plan initiatives, productivity tools to reduce incentive administrative costs, and relevant business insight to drive sales performance.

Incentive Compensation provides an enterprise-grade solution for effectively administering sales incentive programs.

**Drive Sales Alignment and Performance to Plan**

Oracle Sales Cloud provides an integrated suite of analytically-rich sales planning modules that allow sales management to collaborate and quickly deploy sales plans that are aligned with the company’s business strategy. Incentive Compensation is the application that provides the means to drive the behavior of your sales organization to achieve these objectives.

Quickly gain performance information with rich graphical monitoring and alert capabilities. *Image 1: My Team’s Compensation dashboard based on real-time compensation data*

The sales compensation dashboard provides managers with a visually powerful monitoring capability that allows them to see at a glance how the sales representatives in their region are performing. Colored icons alert managers to sales participants in danger of missing their quotas, and the pay for performance curve provides a graphical view of how the plan is paying out. Sales managers are armed with the knowledge and insight to further...
**KEY BENEFITS**

- Incent your sales force with compelling, nimble compensation plans in line with your business strategy.
- Identify and address sales performance issues early with visually powerful monitoring and alert capabilities.
- Provide direct line of sight into real-time sales performance to reduce shadow accounting and increase sales productivity.
- Maximize revenue potential and increase SFA adoption using estimated compensation.
- Accelerate rollout of new plan initiatives with guided, top-down plan creation and an approval workflow for participant plan documents.
- Collaborate in context.
- Appropriately credit co-prime reps, overlays, and channels using any sales transaction attribute.
- Ensure accurate, on-time payment with robust, scalable, high-performance processing engine.
- Leverage enterprise capabilities to reduce costs associated with managing complex or global sales distribution channels.

motivate their salespeople to achieve their earnings potential and put them back on track to meeting their sales performance objectives.

**Focus the Sales Organization on Desired Behavior**

Sales representatives have access to an interactive sales performance dashboard that provides real-time information on their performance to quota and earnings to target incentive. In addition, the commission statement and other reports provide the relevant details that help to foster trust in the system, reduce shadow accounting, and allow salespeople to focus on selling. Sales reps or managers can initiate disputes if they have questions concerning their sales credits, earnings, or payments. Disputes are then automatically routed to the compensation analyst who is assigned to administer the participant’s compensation needs.

Sales representatives can maximize revenue potential using the estimator tool.

*Image 2: Potential sales commission based on current plan and attainment*

Commission and bonus are based on the expected close of deals using real-time compensation plan calculation, and actual commission and bonus attainment. Empower sales reps with an interactive dashboard and estimated compensation to guide behavior and drive performance results.

**Manage Sales Performance Using Gamification**

Motivate sales behavior by using incentive compensation to calculate scores and create rewards such as badges or points based on your sales force’s activities. Create scorecard metrics using sales activities such as number of prospecting calls, contracts, meetings with prospects, time spent mentoring teammates, sales training, etc. Feed these scores into the sales commission application and calculate results, then present back to your teams in a dashboard. Whether you motivate your sales force using badges, redeemable points, prizes, or cash, Incentive Compensation and OTBI reporting provide you the means to measure and display game results to your sales teams.
MODERN SALES IN THE CLOUD

• Fast and Easy
• Productive and Mobile
• Insight Driven
• Collaborative and Social
• Pipeline Building

RELATED PRODUCTS

• Oracle Sales Cloud
• Oracle Transactional Business Intelligence
• Oracle Marketing Cloud
• Oracle Service Cloud
• Oracle Social Cloud
• Oracle Commerce Cloud

Image 3: Example gamification dashboard

Rapidly Deploy New Plan Initiatives

The Plan Effectiveness dashboard provides compensation administrators with the ability to monitor the cost of compensation, along with other metrics, and drill into finer grain detail. Finance, Compensation, and Sales can leverage this information when formulating next year’s incentive plans.

Image 4: Cost of Compensation report – Plan Effectiveness dashboard

The application comes with a rich set of plan objects and components, including multi-dimensional rate tables and powerful user-defined expressions that allow users to configure a wide range of plans to meet unique customer requirements. Guided plan creation flows streamline the plan creation process to support faster time to market. Because the reports and the transactional platform share the same common metadata, when plans change, reports automatically adapt to show relevant performance measures and earnings information. Embedded analytics within the plan work area allow plan administrators to catch setup errors or exceptions early to ensure complete and accurate plan deployment.

Accelerate Sales Plan Rollout and Communication

A compensation plan document, which is easily tailored using Oracle BI Publisher,
provides the approver and participant with key information about the compensation plan and expected goals. You decide how many approval levels within the HR hierarchy and analyst hierarchy are required in your approval process. By automating the entire process, you can be assured that participants and their managers are aware of their incentive opportunities.

*Image 5: Participant plan document and workflow notification*

**Manage the Needs of Complex Global Sales Organizations**

With Incentive Compensation sales credit allocation rules, companies can appropriately credit sales reps, co-prime reps, overlay resources, teams, and channel reps using any transactional attribute. Companies may choose to combine the crediting and rollup rules into a single hierarchy to reduce maintenance and to enable conditional rollup. Cross-organization crediting and rollup and multi-currency calculation is available to reduce the challenges associated with managing distributed or global sales organizations.

*Image 6: Sales credit hierarchy example*

Summarized rollup, retroactive and incremental crediting and calculation, and other performance enhancements enable faster processing time for on-time payments. Built on top of the Oracle Fusion platform, the system is extensible, upgradeable, and easily adaptable to unique customer requirements.

The in-context participant snapshot provides the compensation analyst with all the relevant participant information, including the individualized plan, sales transactions, credits, earnings, payments, and dispute history so that the new sales dispute may be quickly and effectively resolved. Actionable Real Time business intelligence is presented in an overview for each area which helps administrators to manage by exception.
Achieve Financial Control and Compliance

Incentive Compensation enables regulatory and audit compliance by providing full traceability from transactions through to payment, as well as calculation details that show how each earning is computed, including the inputs, outputs and formulas used. Fusion Desktop Integrator (FDI) offers an Excel interface for quick-and-easy transaction or credit adjustments often needed to correct errors or inaccuracies coming from the upstream transactional systems.

Embedded business intelligence is available in all the Incentive Compensation work areas to allow analysts and managers to review key business processes, prioritize workloads, and drill down to relevant screens so that they can take action to address areas of immediate concern. Because real-time reporting leverages Oracle Transaction Business Intelligence (OTBI), the compensation and finance departments are empowered to access relevant compensation information without relying on IT. The user productivity tools combined with this embedded business intelligence allow compensation administrators to effectively support and adapt to the needs of the organization and become a true business partner with Sales.

Image 7: Actionable embedded analytics – Credits and Earnings

CONTACT US
For more information about Oracle Fusion Incentive Compensation, visit oracle.com or call +1.800.ORACLE1 to speak to an Oracle representative.

Empowering Modern Business in the Cloud

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