HR Path.

Your way to people success

Workday Release 2023 R2

Compensation and Advanced Compensation

2023

DECLARATION DE LA SHPERE DE SECURITE

Cette présentation peut contenir des déclarations prévisionnelles pour lesquelles il existe des risques, des incertitudes et des hypothèses. Si les risques se matérialisent ou si les hypothèses s'avèrent incorrectes, les résultats commerciaux de Workday pourraient différer des résultats impliqués dans cette présentation.

Tous les services, fonctionnalités ou améliorations non disponibles actuellement sont susceptibles d'être modifiés à la discrétion de Workday.

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6. Compensation Review Statement Generation and Delivery

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CONFIGURATION REQUISE OU DISPONIBLE AUTOMATIQUEMENT

- Configuration Requise/Opt-in
- Disponible Automatiquement

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1. Total Rewards Statement Redesign

Feature Description

Workday 2023R2 makes the Total Rewards Statement easier to understand and navigate with a complete redesign of the user interface.

Additional Considerations

We also introduce configurable section groups that display as cards on the statement. Section groups can include lists, tables, and calculated values. You can also arrange cards on the statement.

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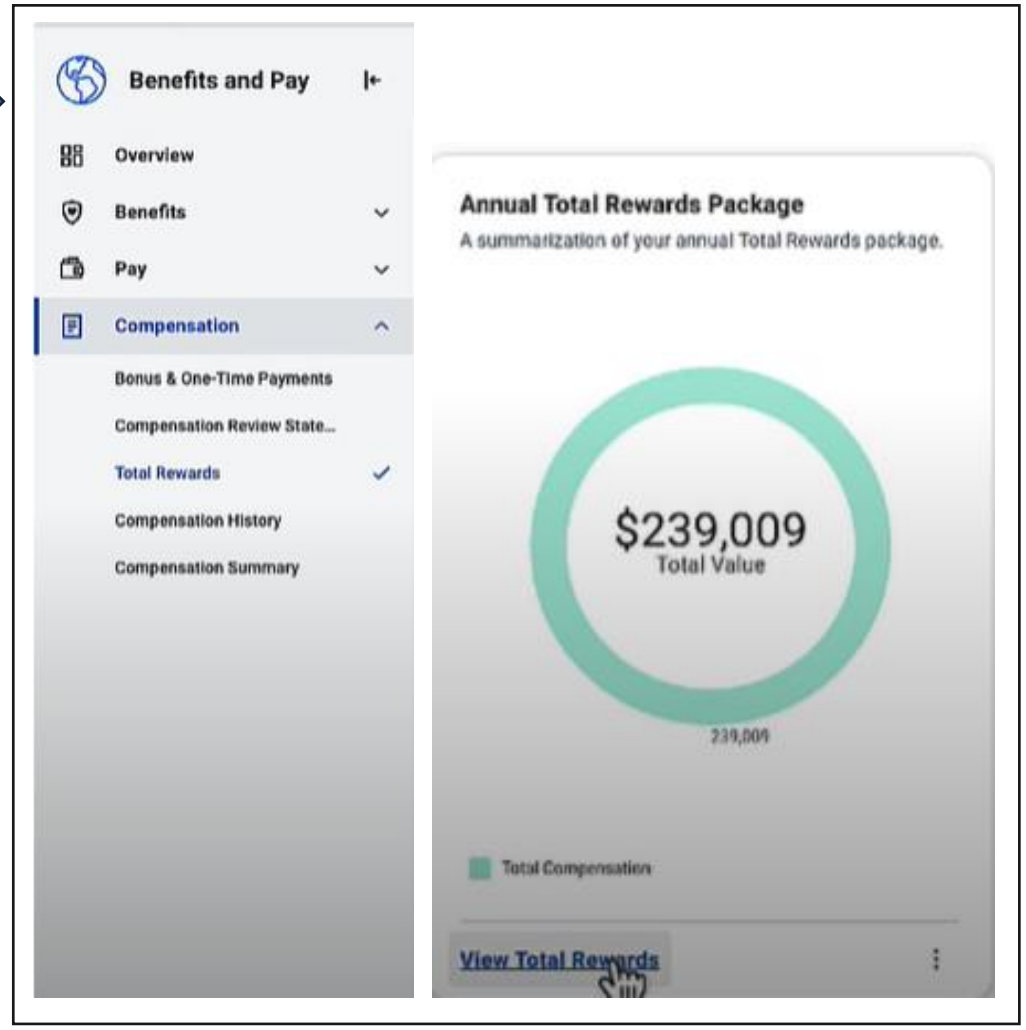
1.1 Zoom in - Total Rewards Statement Redesign

To Do :
Configure your total rewards statements with the new tasks

1



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1.2 Zoom in – The new Total Rewards design statement

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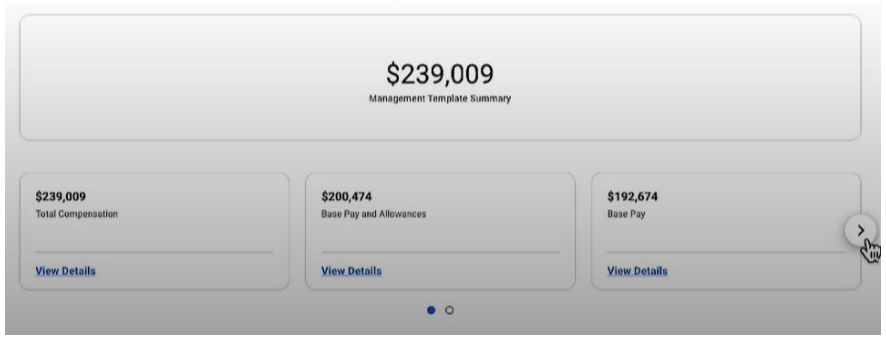

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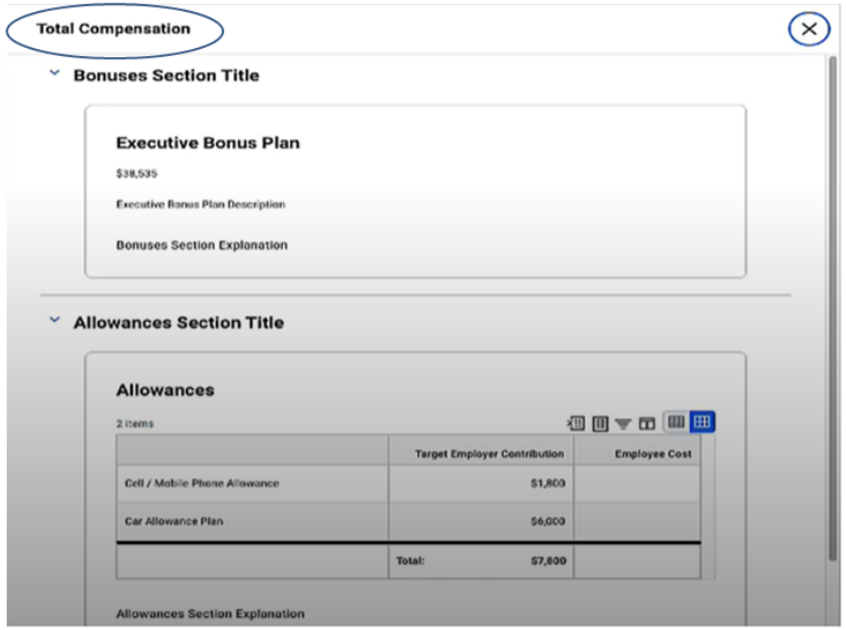

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2. Skills in Compensation Reviews

Feature Description

Workday 2023R2 enables you to take into consideration Skills data for bonus and stock during compensation review processes

Additional Considerations

The Feedback for Worker field includes data submitted during the compensation review process period. The critical skills fields display on the compensation review search report only if configured

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2.1 Zoom in - Skills in Compensation Reviews

To Do : To include the report fields in the compensation review process, add them to the compensation review grid configuration

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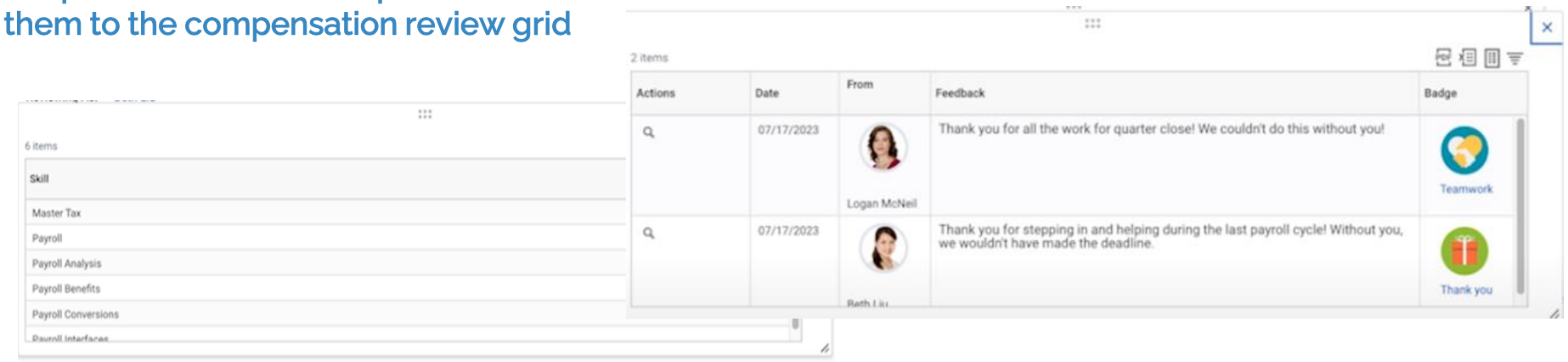

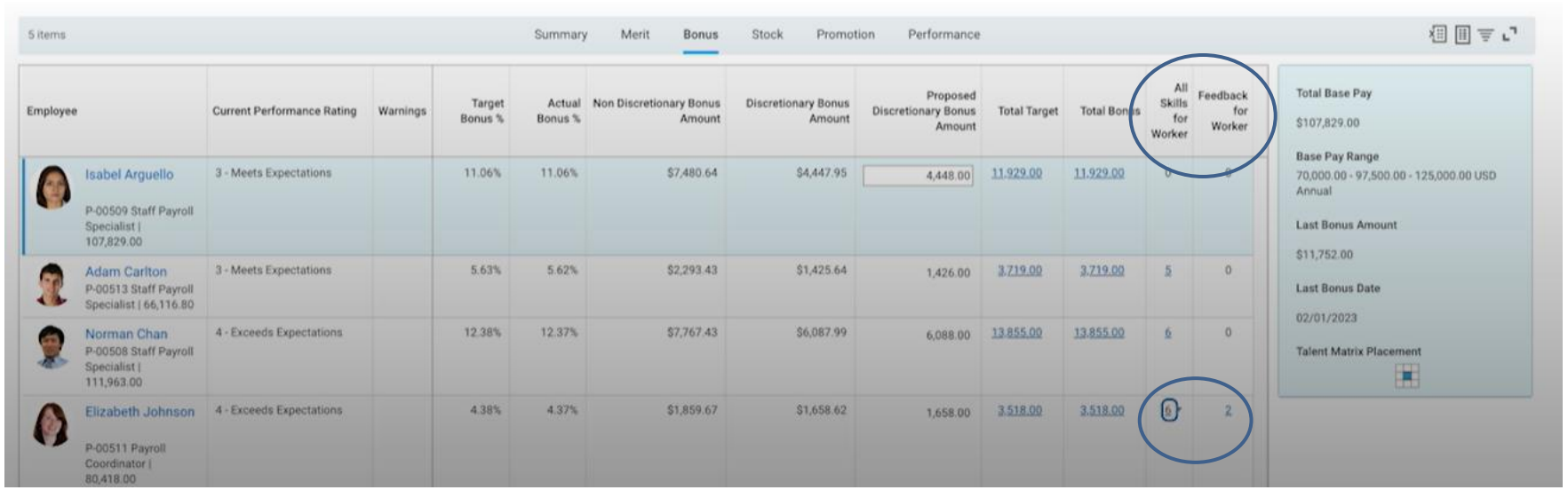

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2.2 Zoom in - Skills in Compensation Reviews

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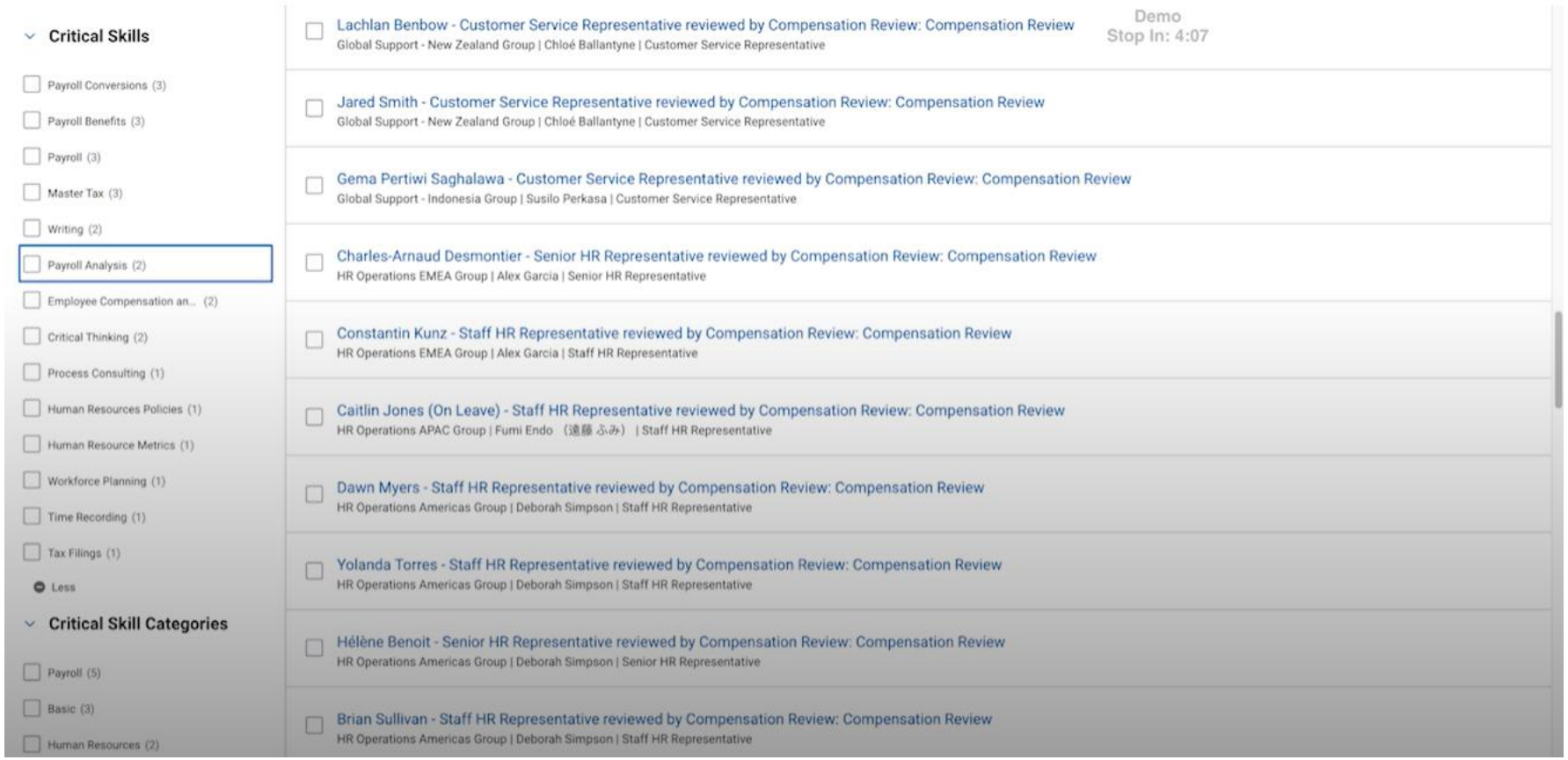

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3. Improving Compensation Experience in Job Changes for Managers

Feature Description

Workday 2023R2 makes it easier and more intuitive to propose compensation during the Change Job business process. We introduce new capabilities for optional fields, display position in range and compa-ratio during the Propose Compensation step, and enable plan assignment defaulting based on changes to compensation guideline

Additional Considerations

(…)

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3.1 Zoom in - Improving Compensation Experience in Job Changes for Managers

To Do :

1. Select Enable Defaulting Based on Changes to Guidelines option on the Edit Tenant Setup – HCM task to enable plan assignment defaulting based on guideline changes.
2. Select the respective settings Display All Segments for Total Base Pay or Primary Compensation Basis Pay Ranges.
3. Update your existing settings in the Edit Compensation Package Analytics task.
4. Make specific fields read-only or hide Total Base Pay or Primary Compensation Basis ranges within the Guidelines tasklet within compensation change processes

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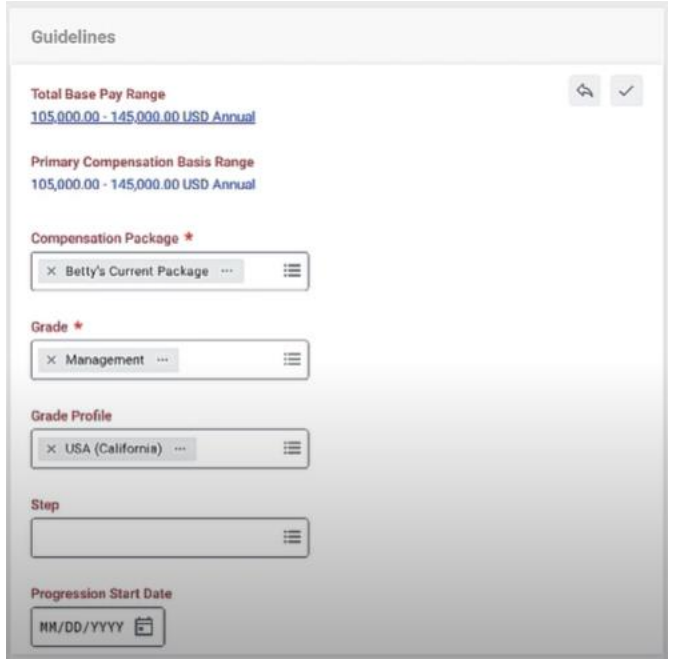

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3.2 Zoom in - Improving Compensation Experience in Job Changes for Managers

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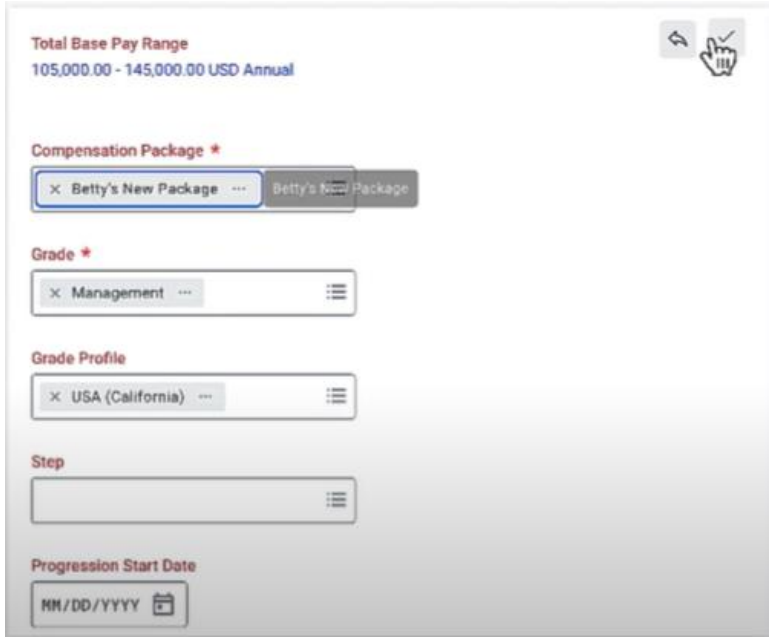

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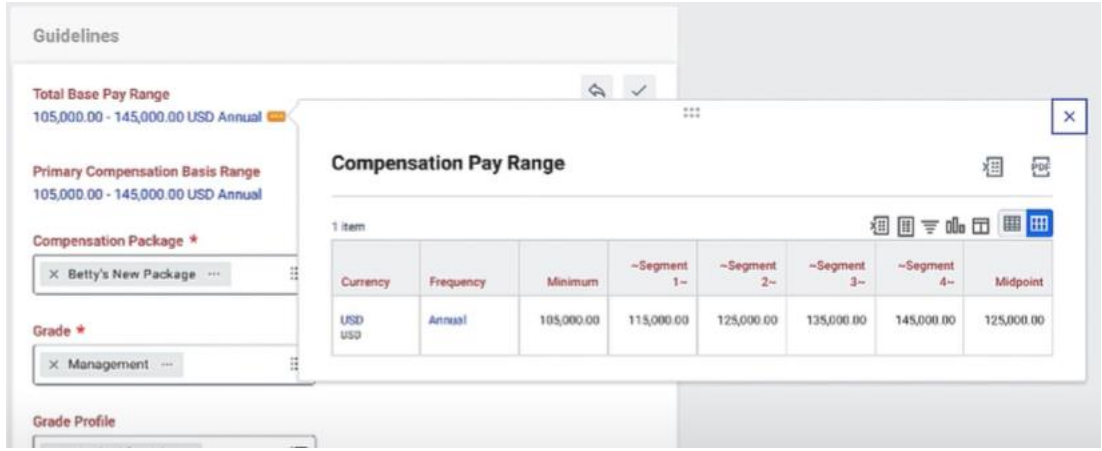

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3.3 Zoom in - Improving Compensation Experience in Job Changes for Managers

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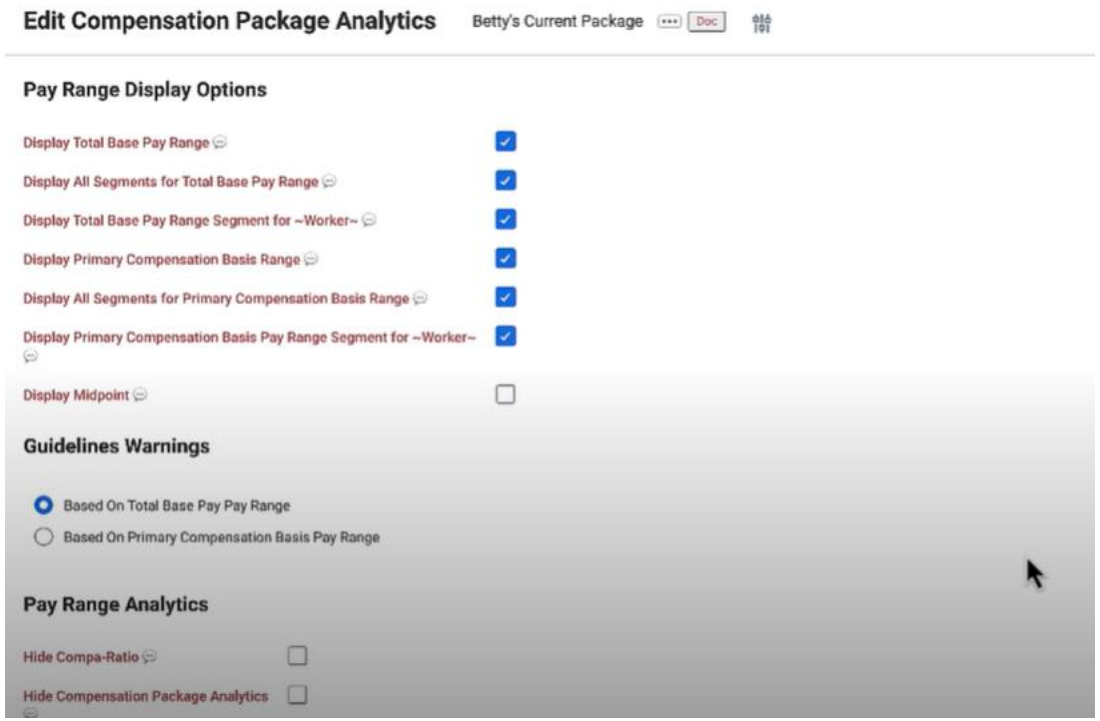

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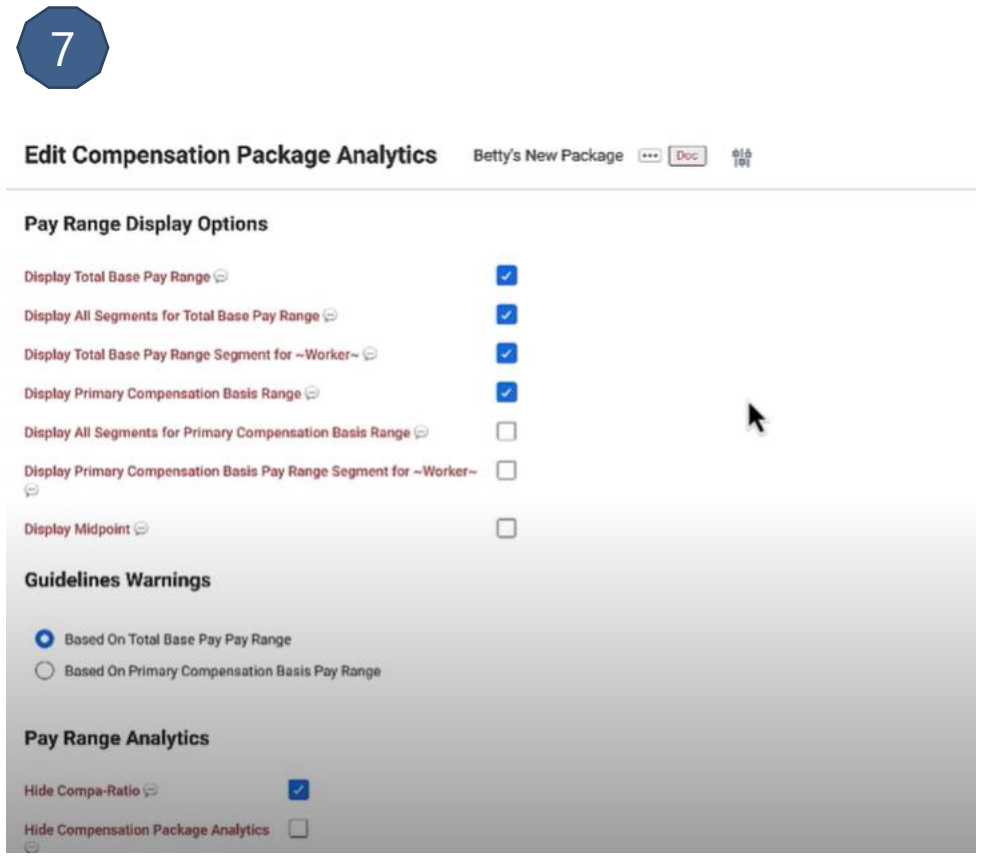

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3.4 Zoom in - Improving Compensation Experience in Job Changes for Managers

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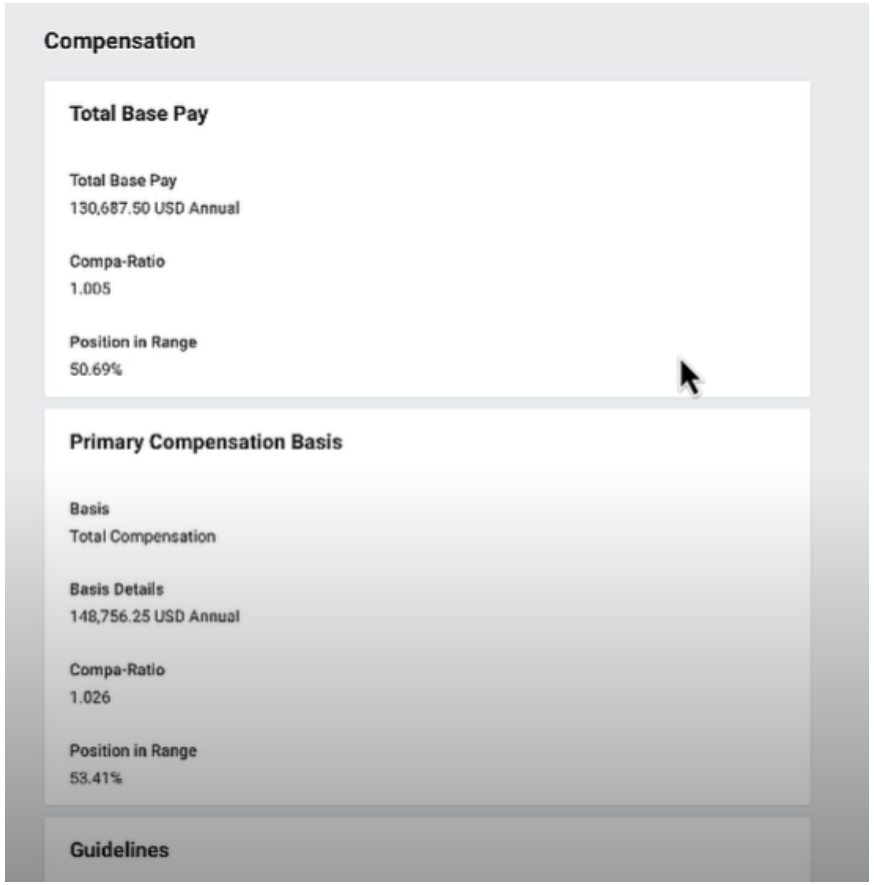

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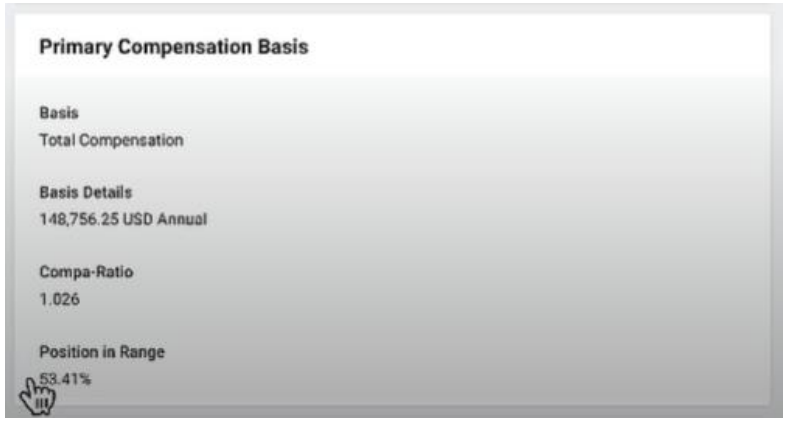

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3.5 Zoom in - Improving Compensation Experience in Job Changes for Managers

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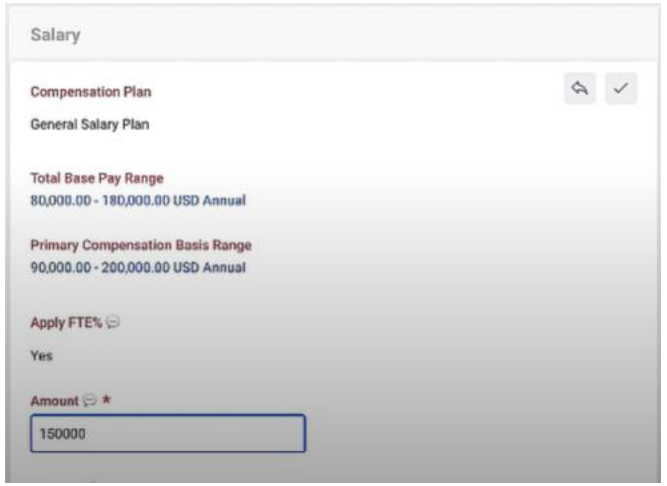

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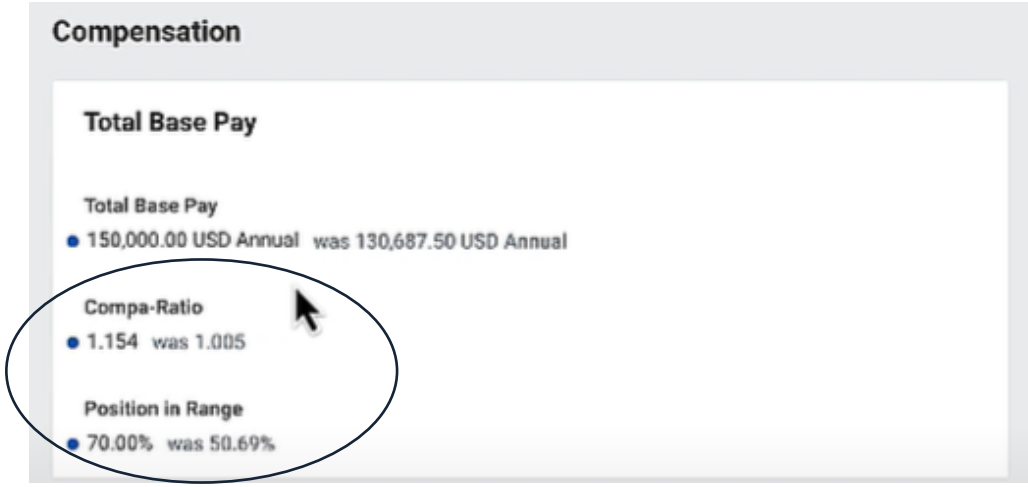

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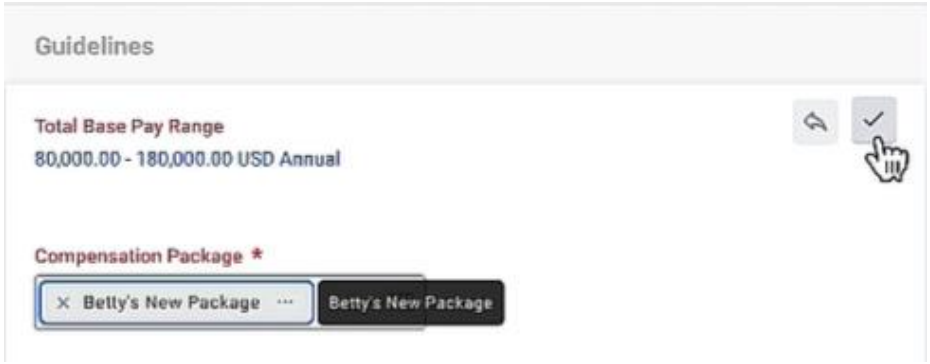

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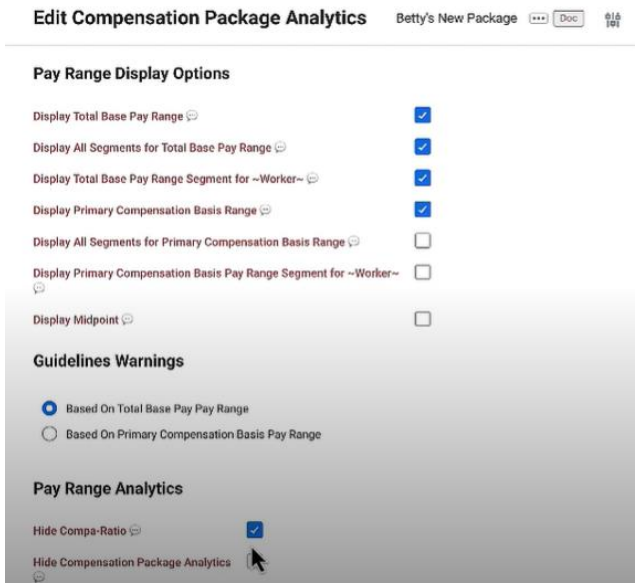

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3.6 Zoom in - Improving Compensation Experience in Job Changes for Managers

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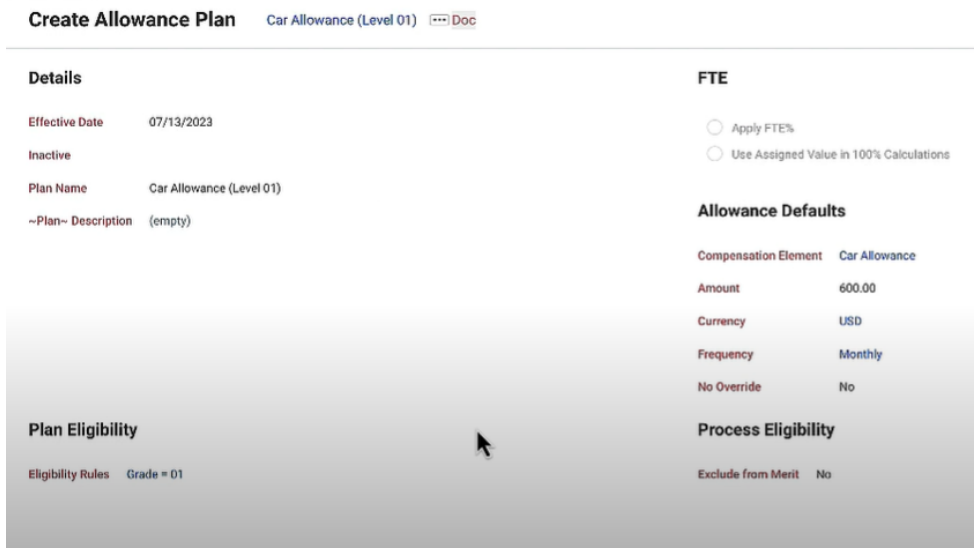

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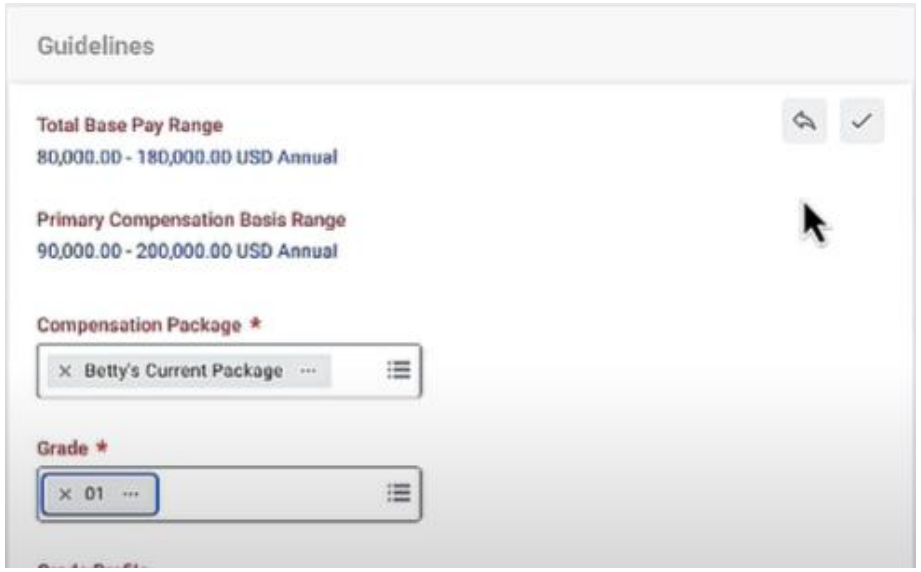

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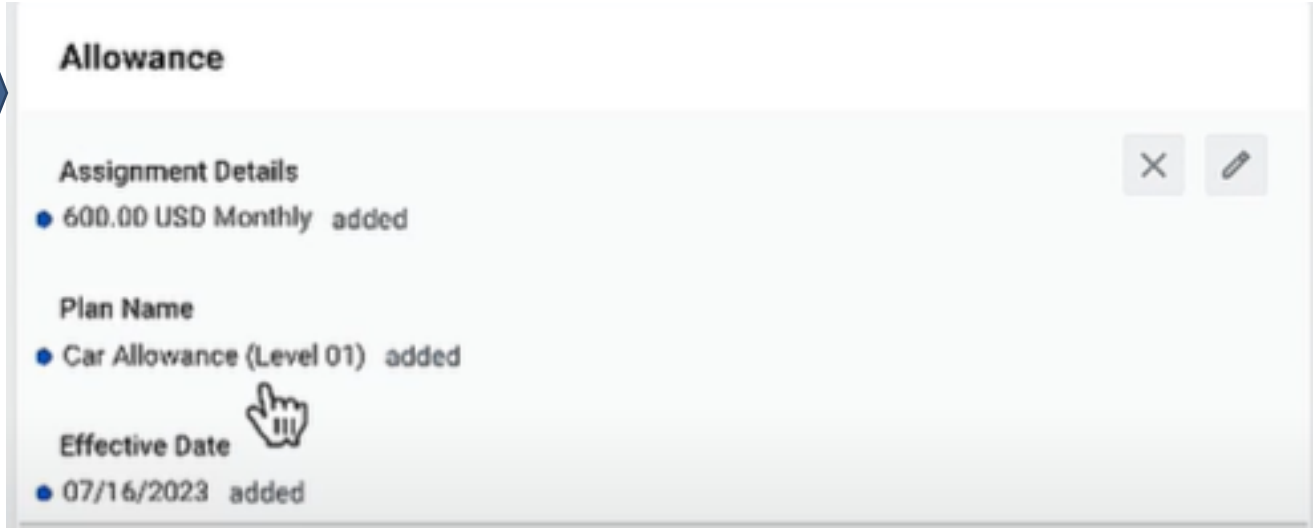

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4. Generate Document for Compensation

Feature Description

Workday 2023R2 makes it easier to generate documents as part of compensation processes. You can now include the Generate Document step in compensation business processes.

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4.1 Zoom in Generate Document for Compensation

To Do :

To uptake the new functionality, create a Workday Doc, add the Generate Document step to 1 or more of your business processes, and select the Workday Doc on the step.

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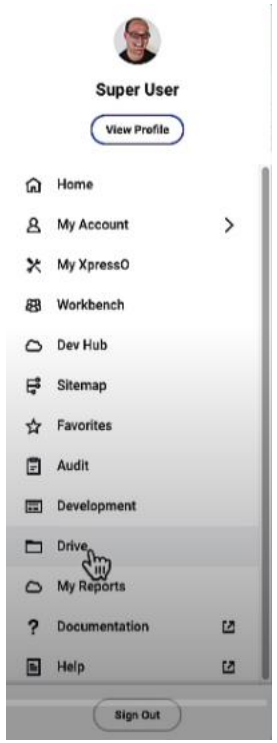

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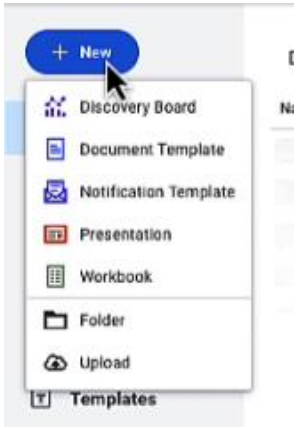

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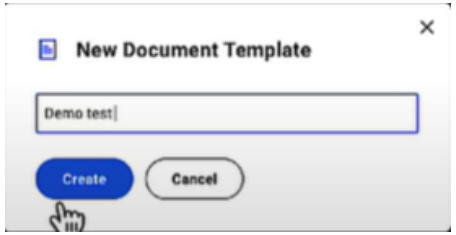

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4.2 Zoom in Generate Document for Compensation

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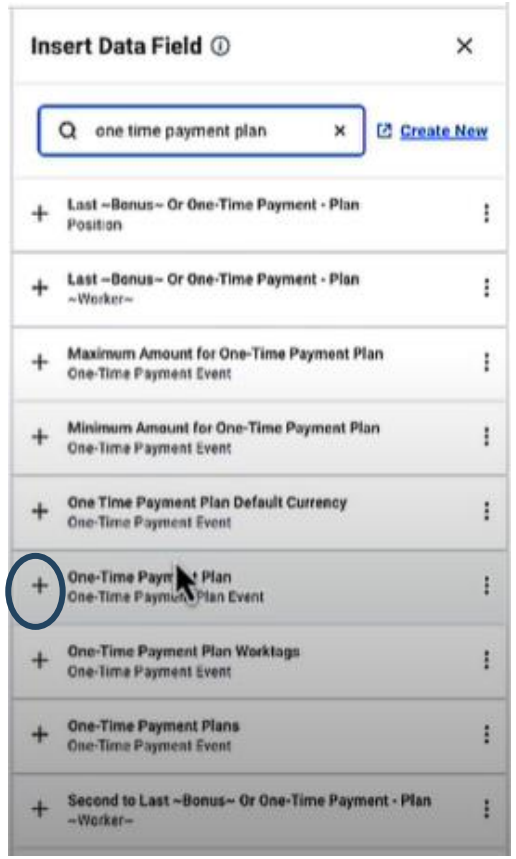

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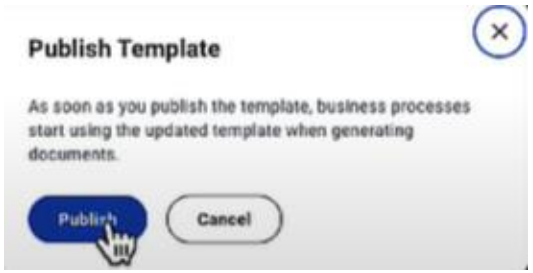

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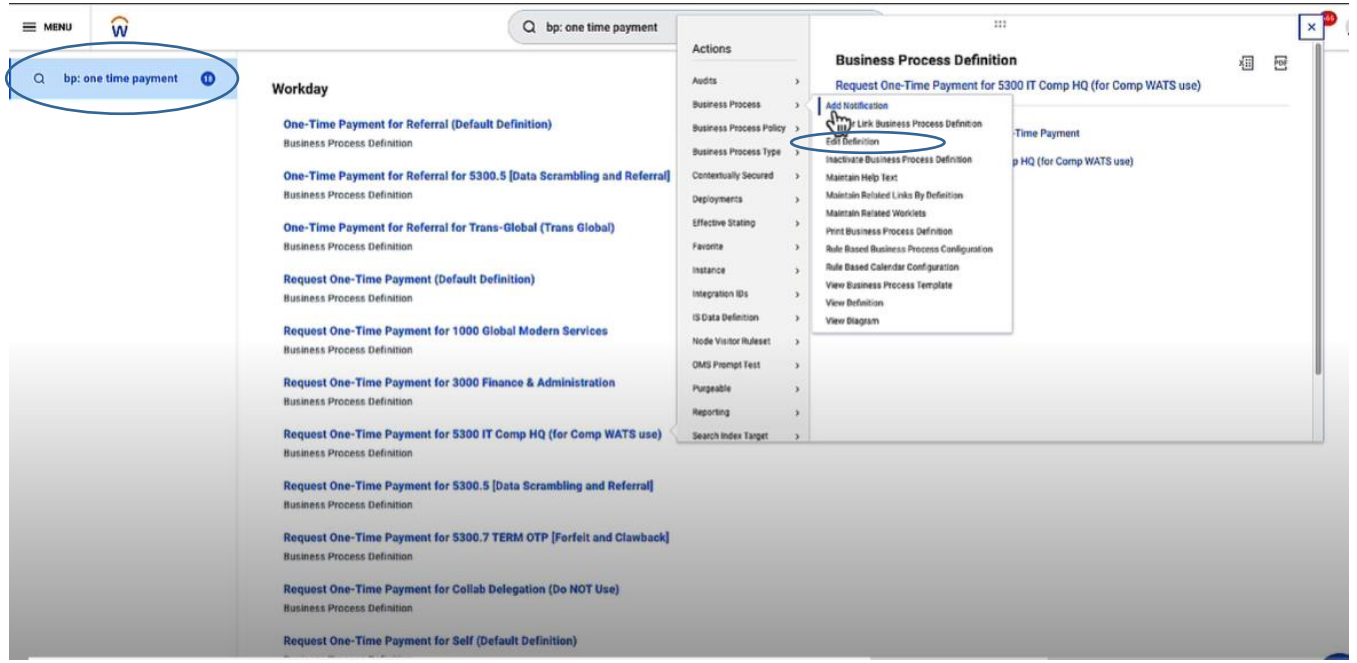

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4.2 Zoom in Generate Document for Compensation

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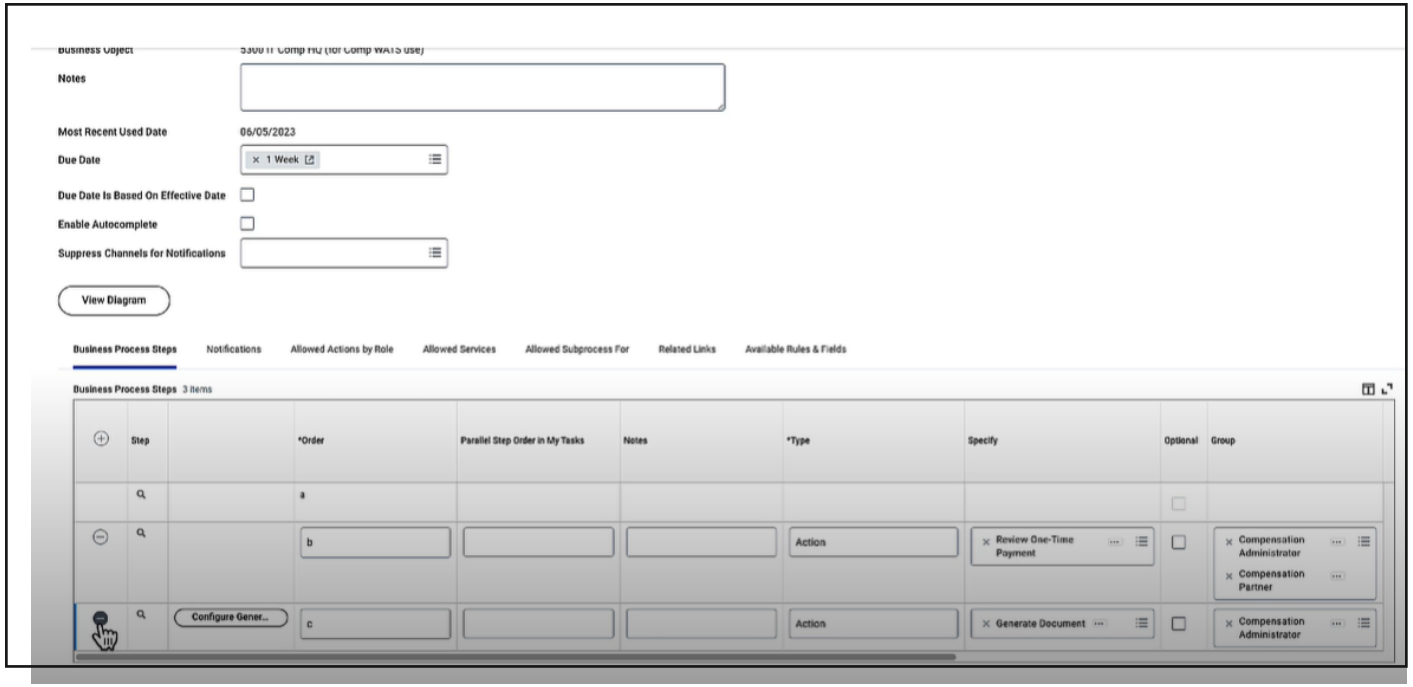

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4.2 Zoom in Generate Document for Compensation

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4.2 Zoom in Generate Document for Compensation

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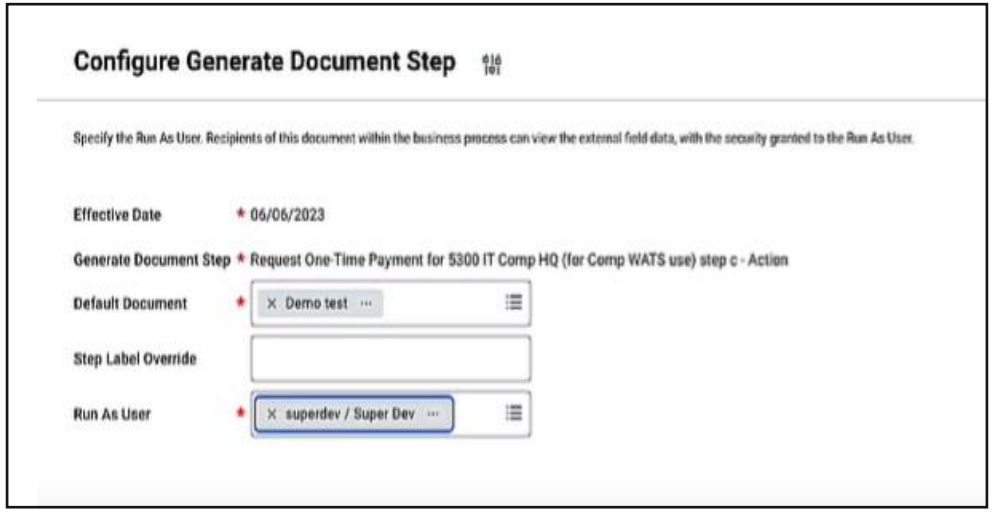

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5. Flexibility in 100% Assigned FTE

Feature Description

Workday 2023R2 provides greater flexibility for managing Full Time Equivalent (FTE) percentage for salary plans, amount or unit-based allowance plans, and amount-based bonus plans. If you select the new Use Assigned Value in 100% Calculations option, Workday uses the assigned value in all calculations, not the FTE% assigned to the worker.

Additional Considerations

With the 2023R2 update, selecting the new radio button called:

- Apply FTE% is equivalent to selecting the Apply FTE% check box in prior updates.
- None of the Above is equivalent to clearing (not selecting) the Apply FTE% check box in prior updates.

We don't support the new Use Assigned Value in 100% Calculations for calculated plans or for employees who are managed by basis total (MBT)

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5.1 Zoom in Flexibility in 100% Assigned FTE

To Do :

Select the new Use Assigned Value in 100% Calculations radio button when you create or edit:

- Amount-based bonus plans.
- Amount or unit-based allowance plans.
- Salary plans.

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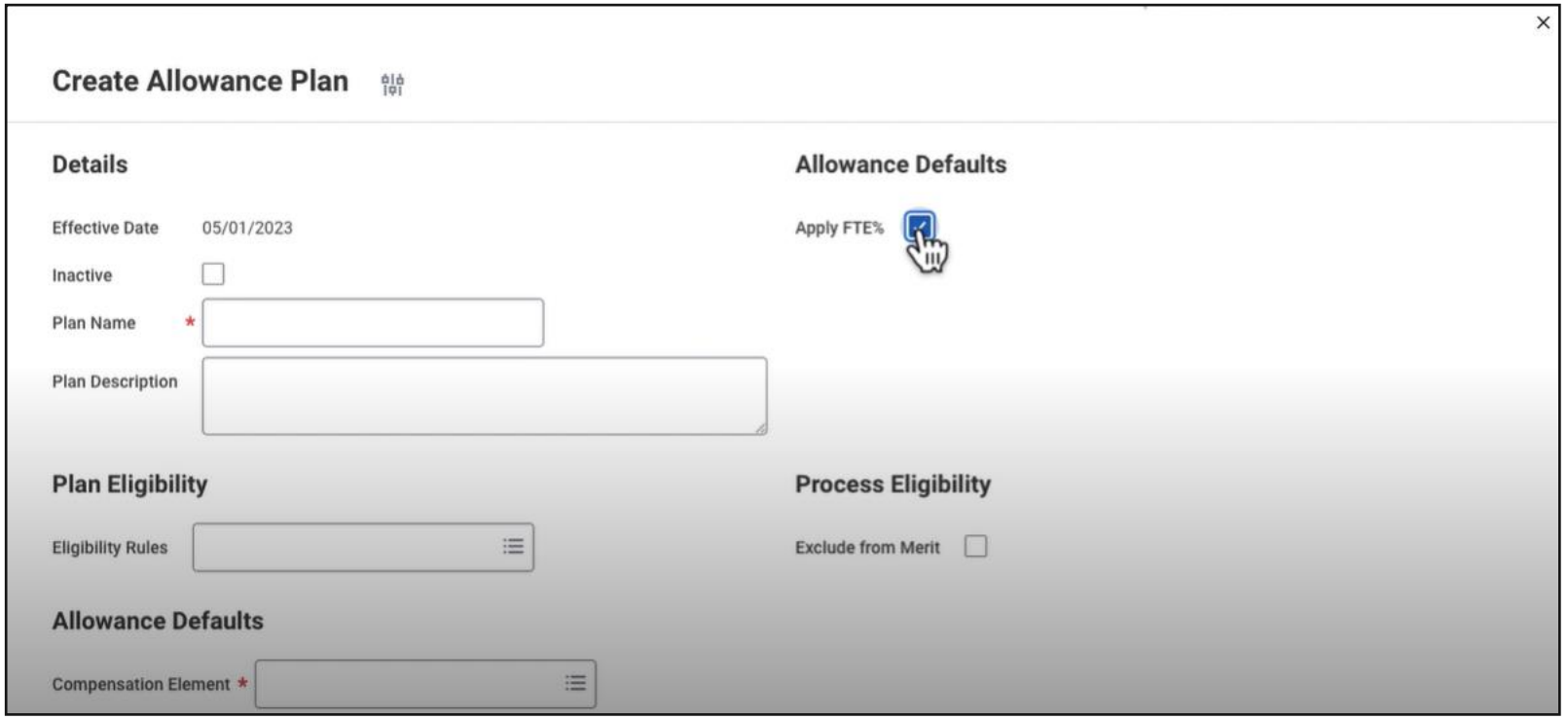

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5.2 Zoom in Flexibility in 100% Assigned FTE

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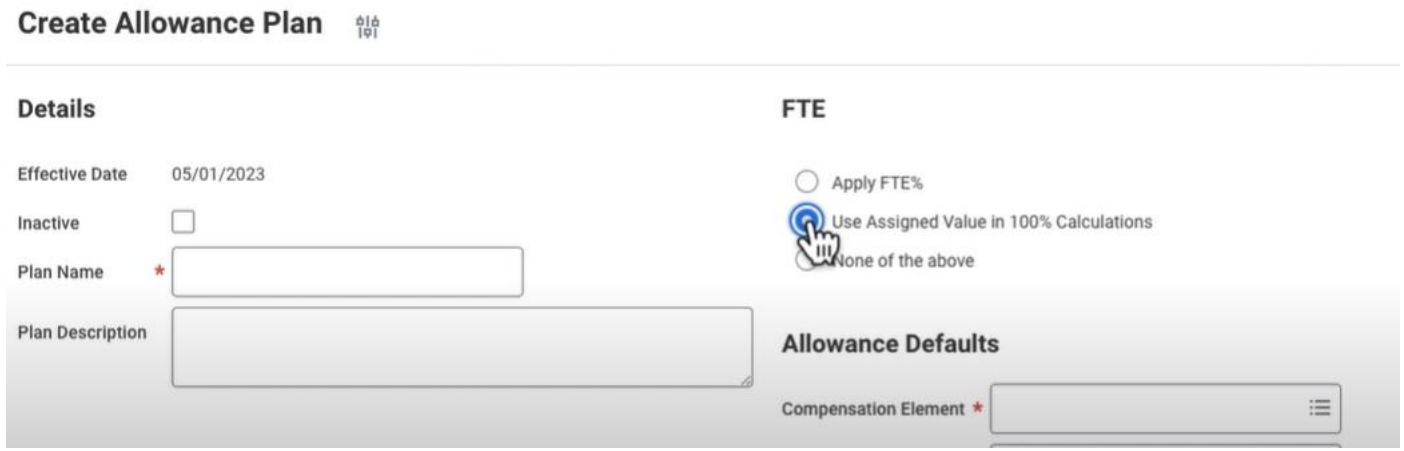

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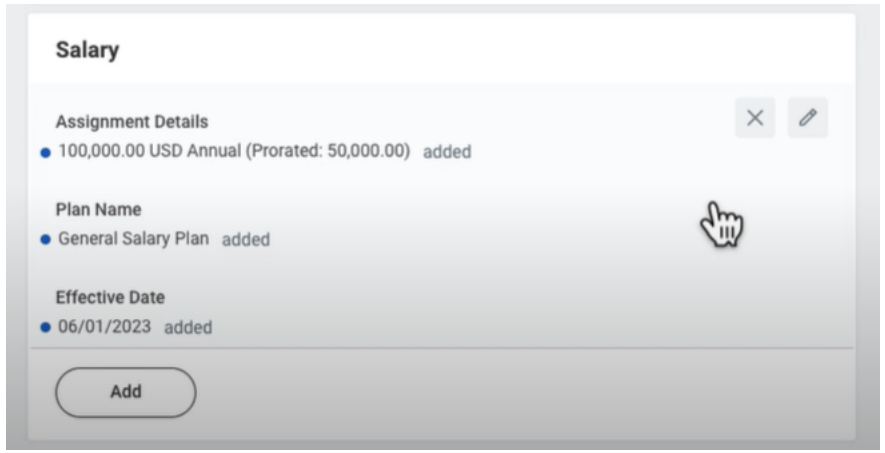

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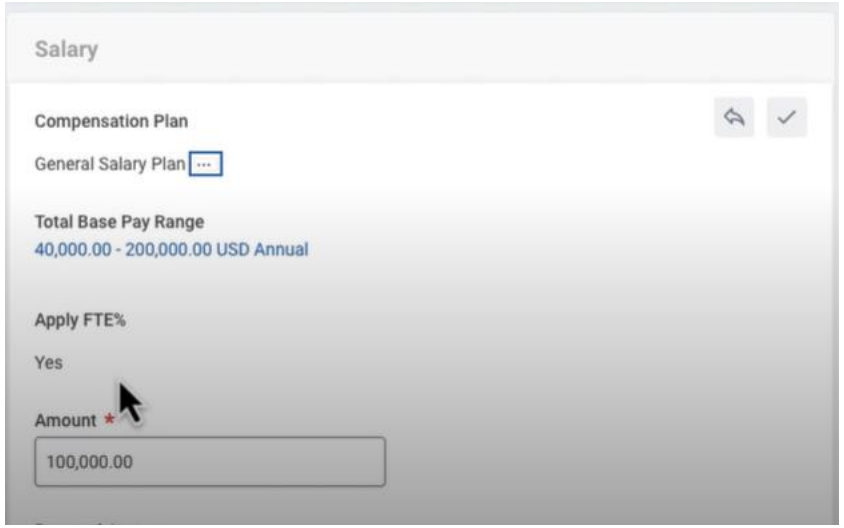

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5.3 Zoom in Flexibility in 100% Assigned FTE

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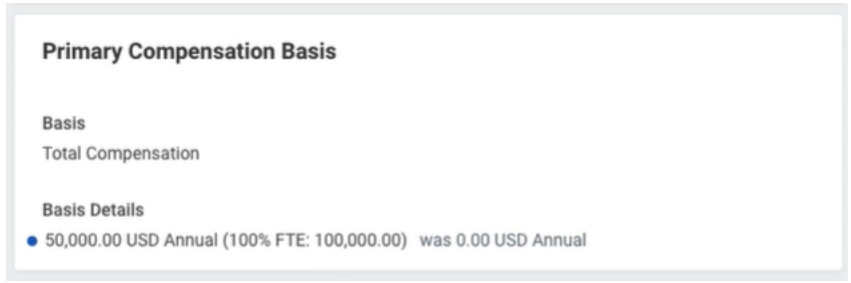

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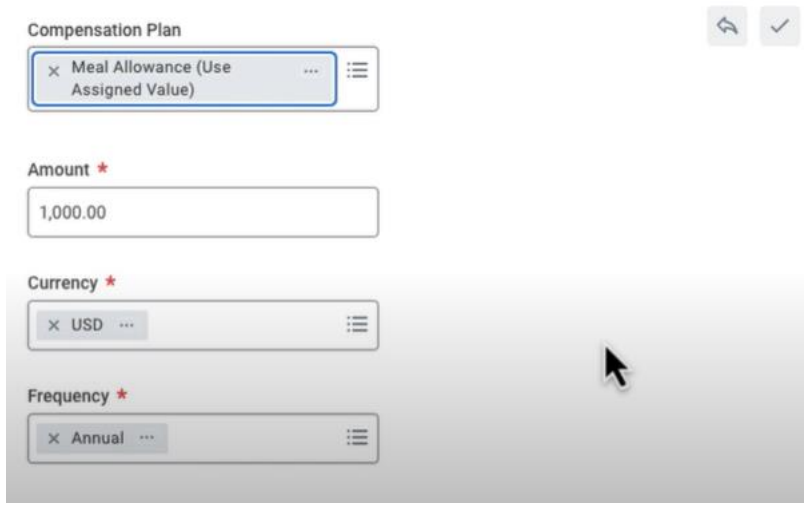

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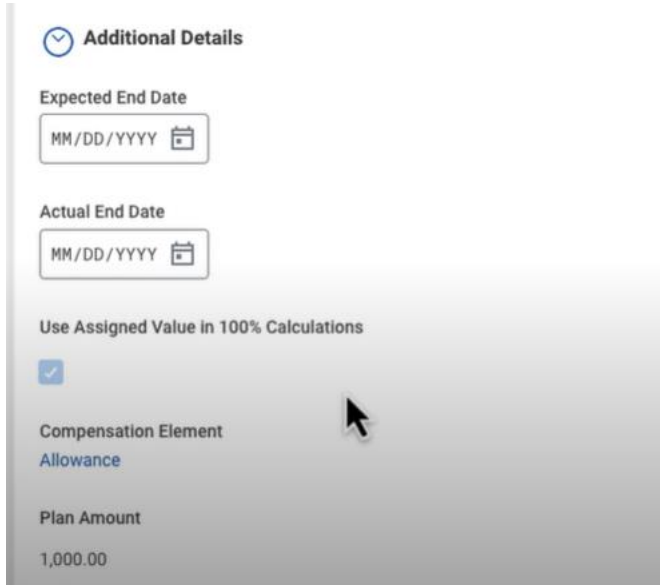

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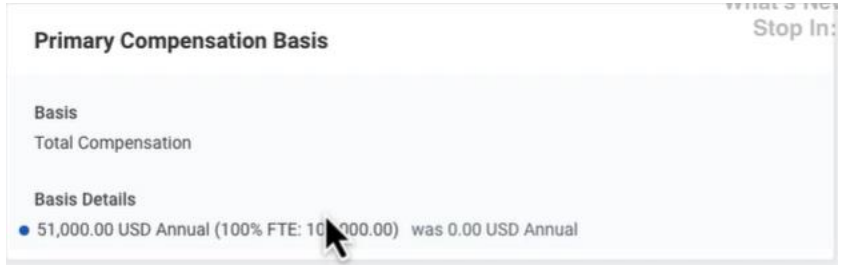

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Thank you for your attention

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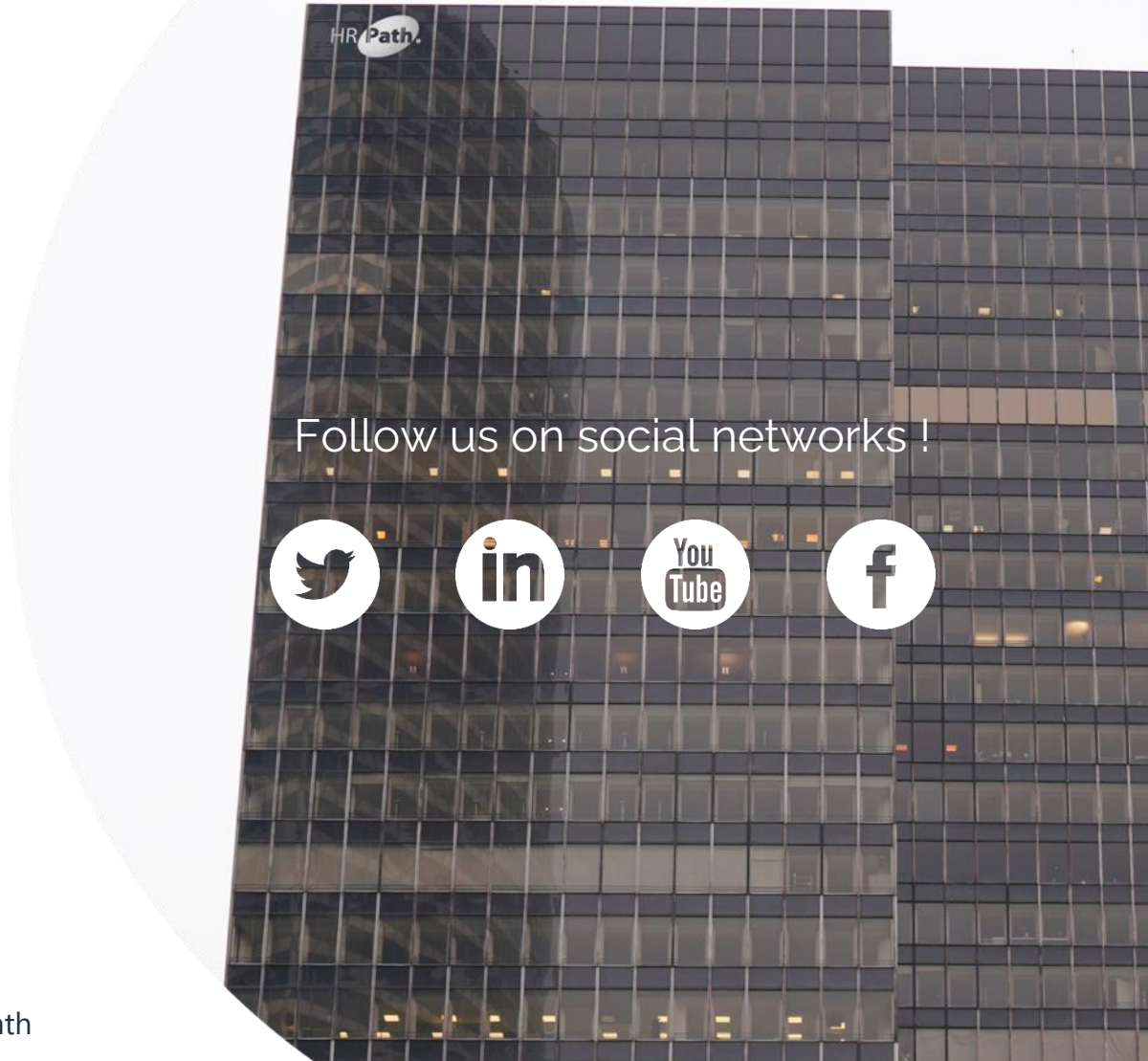

C1 - INTERNAL

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