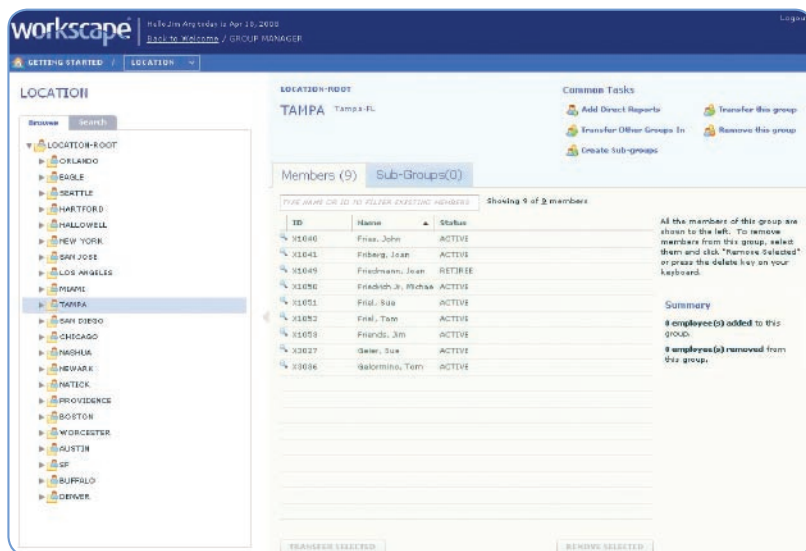




Workscope ERP Integration Suite

Enables companies to integrate HR data stored in their ERP or other system of record with Workscope Talent Management Suite applications and then manage that data to effectively ensure that compensation, performance, and succession processes leverage the most up-to-date information.



and succession planning. As a result, many HR departments are forced to take manual extracts of information and manipulate data in spreadsheets and desktop database applications in order to transfer HR data stored in the ERP or other systems of record to strategic applications like compensation planning or performance management. What's more, this tedious process needs to be repeated every time changes are made in the ERP system.

The Solution

Featuring an intuitive drag-and-drop interface, Workscope GroupManager enables HR teams to easily view groups and hierarchies extracted from your ERP or HRIS system and change them into reporting hierarchies and subgroups that can be used effectively in compensation, performance, and succession processes. Administrators can also use Workscope GroupManager for at-a-glance insight into the structure and members of hierarchies and groups. This way, they gain easy access to the accurate, up-to-date employee information they need to do their jobs.

The Advantages

Workscope GroupManager enables HR teams to:

- View, manage, and edit multiple hierarchies and groups
- Easily drag-and-drop employees between hierarchies
- Search for employees by name, job title, or other criteria
- Move individual managers, groups, or managers and groups
- Select hierarchies to be managed by Workscope GroupManager or leverage Workscope SmartSync to automatically update the hierarchy data through scheduled feeds from your ERP

As companies strive to attract, retain, and reward high-performing employees, HR professionals and managers across the enterprise need to make smart talent management decisions based on current, accurate HR information. Too often, however, systems across the enterprise fall out of sync or contain data structured in various ways for different purposes. As a result, HR has no choice but to spend valuable time manipulating and transferring data to inform critical talent management processes.

Workscope ERP Integration Suite applications — Workscope GroupManager™ and Workscope SmartSync™ — provide the power and functionality needed to integrate and manage a wide range of critical HR data, including employee, user, job, grade, salary range, group hierarchy, and eligibility data. With the Workscope ERP Integration Suite, you can be sure that all your compensation, performance, and succession processes are driven by the most up-to-date employee and HR data.

Workscope GroupManager

The Challenge

Leveraging data from your ERP can be challenging, especially when it comes to user hierarchies, memberships, and eligibility groups. HRIS and ERP systems typically use a single reporting hierarchy, and in many cases, do not capture matrix reporting at all. Groups are defined for the purposes of financial reporting, which often isn't sufficient to support compensation planning, performance management,

Workscope SmartSync

The Challenge

In today's dynamic organisations, employee information must be updated on an ongoing basis. Changes like department transfers, grade shifts, status modifications, and associated updates to compensation program eligibility and reporting structures occur throughout the year — even during compensation focal planning and performance review cycles. Adding to this complexity, some organisations need to update employee information at different intervals to meet specific regional,

divisional, program, or HR process requirements. For example, an organisation may prefer to use a static set of employee data for creating focal compensation plans, while choosing to dynamically adjust employee data — like reporting relationships and salary levels — for succession planning or awarding of spot bonuses.

Faced with ever-changing workforce dynamics, organisations are challenged to keep information in sync across their systems of record and their strategic HR applications. Without an automated way to keep HR information consistent and up to date across systems, too many organisations must resort to daily manual intervention or undertake a huge effort at the end of planning cycles to “true-up” changes that have occurred during these periods. And as organisations use employee information in increasingly diverse ways and various plans, programs, regions, and business units require updates at different times, keeping HR data in sync across enterprise systems is more important than ever before.

The Solution

Workscope SmartSync enables organisations to receive regular updates from an ERP, HRIS, or other system of record — even on a daily basis. Using configurable business rules, Workscope SmartSync compares new data to past information and the current state of processes. Based on this comparison, the application either resets the processes that are underway or updates those processes with new information. As a result, your organisation can be sure it is using current, accurate data to inform critical HR decisions.

Because today's organisations need to manage employee information separately for various programs and processes, Workscope SmartSync features data independence, which enables locking

or continuous updating of HR data depending on specific requirements. For example, with Workscope SmartSync an organisation is able to develop compensation plans for its North American employees using HR data that was locked before the planning stage began, while simultaneously conducting performance reviews for the same employees based on HR information that is updated daily.

Workscope SmartSync is tightly integrated with Workscope GroupManager, enabling HR administrators to manage groups and hierarchies within the Workscope Talent Management suite, accept updates when data is changed in the ERP or other source system, or designate a different option for each managed hierarchy.

The Advantages

Workscope SmartSync enables HR administrators to:

- Eliminate repetitive and error-prone manual data editing
- Ensure HR processes are using accurate, up-to-date employee information
- Reset source data automatically, and restart processes or recalculate when supporting data is updated
- Define automated business rules to ensure data consistency across systems
- Easily support isolated copies and updates of employee information per distinct program, plan, region, or business unit with data independence