

Product Family

Compensation Questions and Answers

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Compensation Questions and Answers

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Get Help

There are a number of ways to learn more about your product and interact with Oracle and other users.

Get Help in the Applications

Some application pages have help icons  to give you access to contextual help. If you don't see any help icons on your page, click your user image or name in the global header and select Show Help Icons. If the page has contextual help, help icons will appear.

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Thanks for helping us improve our user assistance!

1 Compensation Questions and Answers

What are some ways to process and view many proposed progressions and salary updates?

When running the Run Grade Step Progression process, select the option to create a transaction report. The transaction report will show all assignments.

Also, if you configure your grade ladder so that the confirmation type is Automatic, instead of Manual, you don't need to manually accept the transactions in the Review Proposed Progression and Salary Updates page.

Why are the amounts different between the grade step progression results and salary pages?

It's a timing issue.

- Amounts on salary pages are calculated based on the value of the ORA_CMP_USE_AFTE_INSTEAD_FTE profile option at the time you view the page.
- Grade step progression results are based on the value of the ORA_CMP_USE_AFTE_INSTEAD_FTE profile option at the time the process was run. The information won't change if you change the profile option after you run a process.

You can identify the value of the profile option at runtime using the log file.

How can I restrict individual compensation allocation Edit and Delete actions for a certain period?

Use the Action Date attribute. For example, edit shouldn't be available between Apr 20 and 30.

When you change the effective date while opening the page or in a when section, the rules behave as if the action date is the new date.

How do I configure guided journeys and enable them on Redwood compensation pages?

Here's an example of what to do for a guided journey with an External URL task type defined

1. Go to **My Client Groups > Journeys Setup > Guided Journey**.
2. Create the guided journey by completing the required and relevant optional fields.
3. In the Tasks section, add an External URL task type with the URL `https://host?name={value}`:
 - o name is based on your URL.
 - o value can be the relevant parameter from these table, for example:

```
https://host?ActionDate={Action Date}&ActionCode={Action Code}&PersonId={Person ID}&AssignmentId={Assignment ID}&ReasonCode={Action Reason Code}&JobId={Job ID}&LegalEntityId={Legal Entity ID}&BusinessUnitId={Business Unit ID}&PositionId={Position ID}
```

Pages: Personal Contributions, Individual Compensation, and Administer Compensation

| Section | Attribute | Parameter Name | Comments |
|-------------------------|--|---|--|
| When | <ul style="list-style-type: none"> - ActionId - LegalEntityId - BusinessUnitId - LegislationCode - AssignmentNumber - ActionDate | <ul style="list-style-type: none"> - Action ID - Legal Entity ID - Business Unit ID - Legislation Code - Assignment Number - Action Date | NA |
| Additional Compensation | Individual Compensation: <ul style="list-style-type: none"> - ActionDate - ActionId - PlanId_0 - OptionId_0 - ProcessingType_0 - PrimaryInputValue_0 - StartDate_0 - EndDate_0 - ElementEntryId_0 - ElementTypeId_0 Assignment: <ul style="list-style-type: none"> - LegalEntityId - BusinessUnitId - LegislationCode - AssignmentNumber | Individual Compensation: <ul style="list-style-type: none"> - When Date - Action ID - Plan ID - Option ID - Processing Type - Primary Input Value - Start Date - End Date - Element Entry ID - Element Type ID Assignment: <ul style="list-style-type: none"> - Legal Entity ID - Business Unit ID - Legislation Code - Assignment Number | There can be multiple individual compensation allocations available. So attributes are suffixed with 0, 1, 2 and so on. These attributes are also available in Global HR and Offer actions that include this section. |

Pages: Change Salary and Admin Change Salary

| Section | Attribute | Parameter Name | Comments |
|--------------|--|--|----------|
| When and Why | <ul style="list-style-type: none"> - ActionDate - ActionId | <ul style="list-style-type: none"> - When Date - Action ID | NA |

| Section | Attribute | Parameter Name | Comments |
|---------|--|---|---|
| | <ul style="list-style-type: none"> - ReasonId - BusinessUnitId - LegislationCode | <ul style="list-style-type: none"> - Reason ID - Business Unit ID - Legislation Code | |
| Salary | <p>Salary:</p> <ul style="list-style-type: none"> - WhenDate - ActionId - ActionReasonId - SalaryBasisId - SalaryAmount - NextSalReviewDate - SalaryRangeMinimum - SalaryRangeMaximum - RangePosition - Quartile - Quintile - CompaRatio - WorkAtHome - FTE - LegislativeDataGroupId - GeographyName - GeographyTypeName <p>Assignment:</p> <ul style="list-style-type: none"> - GradeId - LegalEntityId - BusinessUnitId - LegislationCode - GradeLadderName - GradeStepName | <p>Salary:</p> <ul style="list-style-type: none"> - When Date - Action ID - Action Reason ID - Salary Basis ID - Salary Amount - Next Salary Review Date - Salary Range Minimum - Salary Range Maximum - Range Position - Quartile - Quintile - Compa-ratio - Work From Home - FTE - Legislative Data Group ID - Compensation Zone Name - Compensation Zone Type Name <p>Assignment:</p> <ul style="list-style-type: none"> - Grade ID - Legal Entity ID - Business Unit ID - Legislation Code - Grade Ladder Name - Grade Step Name | These attributes are also available in Global HR and Offer actions that include the salary section. |

Page: Salary History

| Section | Attribute | Parameter Name | Comments |
|--------------|---|--|--|
| Landing Page | <p>Salary:</p> <ul style="list-style-type: none"> - WhenDate_0 - ActionId_0 - ActionReasonId_0 - SalaryBasisId_0 - SalaryAmount_0 - NextSalReviewDate_0 | <p>Salary:</p> <ul style="list-style-type: none"> - When Date - Action ID - Action Reason ID - Salary Basis ID - Salary Amount - Next Salary Review Date | There can be multiple salaries available. So attributes are suffixed with 0, 1, 2 and so on. |

| Section | Attribute | Parameter Name | Comments |
|----------------------|--|---|----------|
| | <ul style="list-style-type: none"> - SalaryRangeMinimum_0 - SalaryRangeMaximum_0 - RangePosition_0 - Quartile_0 - Quintile_0 - CompaRatio_0 - WorkAtHome_0 - FTE_0 - LegislativeDataGroupId_0 - GeographyName_0 - GeographyTypeName_0 <p>Assignment:</p> <ul style="list-style-type: none"> - GradeId - LegalEntityId - BusinessUnitId - LegislationCode - GradeLadderName - GradeStepName | <ul style="list-style-type: none"> - Salary Range Minimum - Salary Range Maximum - Range Position - Quartile - Quintile - Compa-Ratio - Work From Home - FTE - Legislative Data Group ID - Compensation Zone Name - Compensation Zone Type Name <p>Assignment:</p> <ul style="list-style-type: none"> - Grade ID - Legal Entity ID - Business Unit ID - Legislation Code - Grade Ladder Name - Grade Step Name | |
| Create and Edit Page | <p>Salary:</p> <ul style="list-style-type: none"> - WhenDate - ActionId - ActionReasonId - SalaryBasisId - SalaryAmount - NextSalReviewDate - SalaryRangeMinimum - SalaryRangeMaximum - RangePosition - Quartile - Quintile - CompaRatio - WorkAtHome - FTE - LegislativeDataGroupId - GeographyName - GeographyTypeName <p>Assignment:</p> <ul style="list-style-type: none"> - GradeId - LegalEntityId - BusinessUnitId - LegislationCode | <p>Salary:</p> <ul style="list-style-type: none"> - When Date - Action ID - Action Reason ID - Salary Basis ID - Salary Amount - Next Salary Review Date - Salary Range Minimum - Salary Range Maximum - Range Position - Quartile - Quintile - Compa-Ratio - Work From Home - FTE - Legislative Data Group ID - Compensation Zone Name - Compensation Zone Type Name <p>Assignment:</p> <ul style="list-style-type: none"> - Grade ID - Legal Entity ID - Business Unit ID - Legislation Code | NA |

| Section | Attribute | Parameter Name | Comments |
|---------|--|--|----------|
| | <ul style="list-style-type: none"> - GradeLadderName - GradeStepName | <ul style="list-style-type: none"> - Grade Ladder Name - Grade Step Name | |

Pages: My Compensation and Salary Details, Compensation Info and Salary Details

| Section | Attribute | Parameter Name | Comments |
|--|--|---|---|
| Salary | <p>Current Salary:</p> <ul style="list-style-type: none"> - WhenDate - ActionId - ActionReasonId - SalaryBasisId - SalaryAmount - GradeId - SalaryRangeMinimum - SalaryRangeMaximum - RangePosition - Quartile - Quintile - FTE - CompaRatio - LegislativeDataGroupId - NextSalReviewDate - GeographyTypeName - GeographyName <p>Assignment:</p> <ul style="list-style-type: none"> - GradeId - LegalEntityId - BusinessUnitId - LegislationCode - GradeLadderName - GradeStepName | <p>Current Salary:</p> <ul style="list-style-type: none"> - When Date - Action ID - Action Reason ID - Salary Basis ID - Salary Amount - Grade ID - Salary Range Minimum - Salary Range Maximum - Range Position - Quartile - Quintile - FTE - Compa-ratio - Legislative Data Group ID - Next Salary Review Date - Compensation Zone Type Name - Compensation Zone Name <p>Assignment:</p> <ul style="list-style-type: none"> - Grade ID - Legal Entity ID - Business Unit ID - Legislation Code - Grade Ladder Name - Grade Step Name | <p>On the landing page, the current salary is passed as context.</p> <p>On the details page, the selected salary record is passed as context.</p> |
| Personal Contribution Additional Compensation | <ul style="list-style-type: none"> - PlanId_0 - OptionId_0 - ProcessingType_0 - PrimaryInputValue_0 - StartDate_0 - EndDate_0 - ElementEntryId_0 - ElementTypeId_0 <p>Assignment:</p> | <ul style="list-style-type: none"> - Plan ID - Option ID - Processing Type - Primary Input Value - Start Date - End Date - Element Entry ID - Element Type ID <p>Assignment:</p> | <p>There can be multiple individual compensation allocations available. So attributes are suffixed with 0, 1, 2 and so on.</p> |

| Section | Attribute | Parameter Name | Comments |
|---------------------------------|--|--|--|
| | <ul style="list-style-type: none"> - BusinessUnitId - LegalEntityId - LegislationCode | <ul style="list-style-type: none"> - Business Unit ID - Legal Entity ID - Legislation Code | |
| Recurring and One-Time Payments | <ul style="list-style-type: none"> - ElementTypeId_0 - ElementEntryId_0 - StartDate_0 - EndDate_0 - ProcessingType_0 - PrimaryInputValue_0 <p>Assignment:</p> <ul style="list-style-type: none"> - BusinessUnitId - LegalEntityId - LegislationCode | <ul style="list-style-type: none"> - Element Type ID - Element Entry ID - Start Date - End Date - Processing Type - Primary Input Value <p>Assignment:</p> <ul style="list-style-type: none"> - Business Unit ID - Legal Entity ID - Legislation Code | There can be multiple payments available. So attributes are suffixed with 0, 1, 2 and so on. |

Pages: Employment Info, View Job Offer, Journeys

In addition to the attributes available on the page, respective sections also have these attributes available.

| Section | Attribute | Parameter Name | Comments |
|---------------------------------|--|---|---|
| Salary | <ul style="list-style-type: none"> - WhenDate - ActionId - ActionReasonId - SalaryBasisId - SalaryAmount - GradeId - FTE - LegislativeDataGroupId | When Date Action ID Action Reason ID Salary Basis ID Salary Amount Grade ID FTE Legislative Data Group ID | NA |
| Additional Compensation | <ul style="list-style-type: none"> - PlanId_0 - OptionId_0 - ProcessingType_0 - PrimaryInputValue_0 - StartDate_0 - EndDate_0 - ElementEntryId_0 - ElementTypeId_0 | <ul style="list-style-type: none"> - Plan ID - Option ID - Processing Type - Primary Input Value - Start Date - End Date - Element Entry ID - Element Type ID | There can be multiple individual compensation allocations available. So attributes are suffixed with 0, 1, 2 and so on. |
| Recurring and One-Time Payments | <ul style="list-style-type: none"> - ElementTypeId_0 - ElementEntryId_0 - StartDate_0 - EndDate_0 - ProcessingType_0 | <ul style="list-style-type: none"> - Element Type ID - Element Entry ID - Start Date - End Date - Processing Type | There can be multiple payments available. So attributes are suffixed with 0, 1, 2 and so on. |

| Section | Attribute | Parameter Name | Comments |
|---------|------------------------------|-----------------------|----------|
| | - PrimaryInputValue_0 | - Primary Input Value | |

Page: View Compensation History

| Section | Attribute | Parameter Name | Comments |
|-------------------------|---|--|--|
| Landing Page | SalaryBasisId Assignment: - BusinessUnitId - LegalEntityId | Salary Basis ID Assignment: - Business Unit ID - Legal Entity ID | Most recent salary is passed as context. |
| Overall Salary Page | LegislationCode | Legislation Code | NA |
| Recurring Payments Page | - ElementTypeId - ProcessingType Assignment: - BusinessUnitId - LegalEntityId - LegislationCode | - Element Type ID - Processing Type Assignment: - Business Unit ID - Legal Entity ID - Legislation Code | NA |

Use these queries to identify the IDs:

| Purpose | Query |
|---------------------------------|--|
| Action Details | Select * from per_actions_vl where action_id = <ActionId> |
| Action Reason Details | Select * from per_action_reasons_vl where action_reason_id= <ActionReasonId> |
| Salary Basis | Select * from cmp_salary_bases where salary_basis_id = <SalaryBasisId> |
| Individual Compensation Plans | Select * from cmp_plans_vl where plan_id=<PlanId> |
| Individual Compensation Options | Select * from cmp_components_vl where component_id=<OptionId> |
| Individual Compensation Element | Select * from pay_element_types_f where element_type_id=<ElementTypeld> |

- Go to the Redwood Change Salary page.
- Go to **Settings and Actions > Edit Page in Visual Builder Studio**.
- Enable the guided journey in the When and why and Assignment sections. Use the guided journey code you specified in step 2 and the URL task code.
- Set and change details in the fields of each section and check the values in the URL.

What does the currency switcher on salary pages and in salary sections convert?

It converts only monetary values and it doesn't affect the values that you're entering.

Can I pass the new salary amount from the Analyze Salary drawer to the main page?

Yes, for salary determined by user. If components determine the salary, you can do the what-if analysis, but you then need to manually update the main page.

How do I hide or show component columns on salary pages?

Here's how you can show only relevant columns for incremental, simple, or rates-based components in tables on Redwood salary pages:

1. Go to the relevant salary page or Global HR owned update flow:
 - My Compensation
 - Compensation Info
 - Line Manager Change Salary
 - Admin Change Salary
 - Salary History
 - Change Working Hours
 - Change Assignment
2. Select **Settings and Actions > Edit Page in Visual Builder Studio**.
3. Open a workspace. For details, see *Extending HCM Redwood Applications Using Visual Builder Studio*.
4. Configure fields and regions to define collection rules for attributes of the salary, salary simple, and salary pay components.

Don't define form rules, even though the table columns appear in the Form Rules section.

How do I exclude pending worker details from My Compensation and Compensation Info pages?

Here's how you can exclude the pending worker assignment from the business title switcher on these compensation pages:

1. Go to the My Compensation or Compensation Info page.
2. Select **Settings and Actions > Edit Page in Visual Builder Studio**.
3. Open a workspace. For details, see *Extending HCM Redwood Applications Using Visual Builder Studio*.
4. Set the Exclude pending worker assignment property to **true**.

How do I hide 0 value component rows on My Compensation and Compensation Info pages?

Here's how you can show only component rows with values other than 0:

1. Go to the My Compensation or Compensation Info page.
2. Select **Settings and Actions > Edit Page in Visual Builder Studio**.
3. Open a workspace. For details, see *Extending HCM Redwood Applications Using Visual Builder Studio*.
4. For all these page properties that are relevant, select **true**.
 - Hide zero value incremental components
 - Hide zero value rate components
 - Hide zero value simple components

You can further specify to hide zero value components based on how this page is accessed--from My Team or My Client Group. And apply the rule based on whether the user is doing the transaction for themselves or others.

How do I delay visibility of salary, individual compensation, and payment details on the My Compensation page?

This is a 4-step process where you typically complete steps 1 through 3 once. You repeat step 4 whenever necessary to restrict or remove restrictions for new compensation details.

For example, you need to restrict visibility for a salary change that's effective from June 1, 2025. So you set the custom profile date to May 31, 2025 so that changes effective after this date aren't visible to employees. After their manager finishes sharing the new salary details with the employee, you can remove the date, which removes the restriction.

1. Create a profile option that has the date set up.
 - a. Go to **Setup and Maintenance > Tasks panel > Search > Manage Profile Options**.
 - b. Create a profile option.
 - c. Save your changes and close the option.
 - d. On the Manage Profile Options page, make the option you just created enabled and updatable at the Site level.
 - e. Save your changes and close the profile option.
2. Make the profile option available to REST APIs.
 - a. Go to **Setup and Maintenance > Tasks panel > Search > Manage Profile Categories**.
 - b. Search for the ORA_FND_AUTH_REST_ACCESS category code.
 - c. The the profile option you created in step 1.
 - d. Save your changes and close the profile category.
3. Add the new profile to the respective page property.
 - a. Go to the Redwood My Compensation page.
 - b. Select **Settings and Actions > Edit Page in Visual Builder Studio**.
 - c. Open a workspace. For details, see *Extending HCM Redwood Applications Using Visual Builder Studio*.
 - d. For each section you want to restrict, attach the relevant profile option to the respective page property.
4. Define the override date in the profile option to restrict visibility.
 - a. Go to **Setup and Maintenance > Tasks panel > Search > Manage Administrator Profile Options**.
 - b. Search for the appropriate custom profile.
 - c. Define the date in YYYY-MM-DD format.
 - d. Save your changes and close the profile option.

When it's time to remove the restriction, complete steps a and b, then removed the defined date, and complete step d.

How does an offer's salary range behave when there are date-effective updates to the grade rate, differential profile, or both?

The salary range shows as of the current device date. The salary start date will be either the offer creation date or the projected start date.

In both cases, the underlying analytics use the current device date to calculate and show key metrics, including the salary range.

There's no history maintained for the offered salary.