

PRESCRIPTIVE SOLUTIONS OVERVIEW

An organization's success is directly related to its ability to effectively manage, incentivize and retain its employees. To accomplish this, you need visibility into your workforce from beginning to end. You need the ability to set strategic goals and align compensation to reflect accomplishment of those goals. OneSource Virtual's Prescriptive Solutions help you realize the full benefit of Workday's employee performance and compensation management functionality by providing guidance and expertise that aligns with your organization's objectives and values.

A TALENTED ORGANIZATION REQUIRES ORGANIZED TALENT

OneSource Virtual's Prescriptive Solutions help you use Workday's job evaluation, career development benchmarking and role succession planning tools to design talent management strategies. You realize a singular talent performance and recompense program that is measured, consistent and calibrated to foster talent and drive company growth. As your people succeed, so does the organization.

WE ARE WORKDAY EXPERTS

Whether you're building a simple goal tracking initiative to reflect an offline process already in place or building an organization-wide performance policy from scratch, OneSource Virtual has the experience and expertise to assist with the scalable, long-term planning of these programs and ensure that employee and organizational growth are successfully aligned with your business goals. Prescriptive Solutions takes the guesswork out of performance management and compensation planning, allowing your organization to clearly define performance expectations, and develop and reward accomplishments accordingly. Connect with a OneSource Virtual representative today and learn how Workday can work for the people who work for you.

PERFORMANCE MANAGEMENT

- Configurable templates guide your review processes through phases of development.
- Goal management strategies set expectations for employee performance aligned with organizational goals.
- Assign attributes to an employee skill inventory that records education, experience and achievements.
- Optimize use of dashboard reports and analytics to inform real-time decisions.
- Optional competency-based management and performance calibration services offer a more tactical approach to performance management.

ADVANCED COMPENSATION

- Organize rules and rollout around a variety of employee compensations plans.
- Design compensation matrices that tie performance ratings to merit and bonus plans.
- Design and drive merit and bonus business processes with manager and administrator assignments.
- Use reports and analytics to assess merit and compensation processes.

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