

KPMG x Oracle HR Hub

27 janvier 2026



Introduction



Philippe Valo

Associé
Conseil RH et Accompagnement au
Changement



Mylène Theilloux

Senior Manager
Responsable Alliance Oracle HCM

Strategic Workforce Planning

Strategic Workforce

Planning



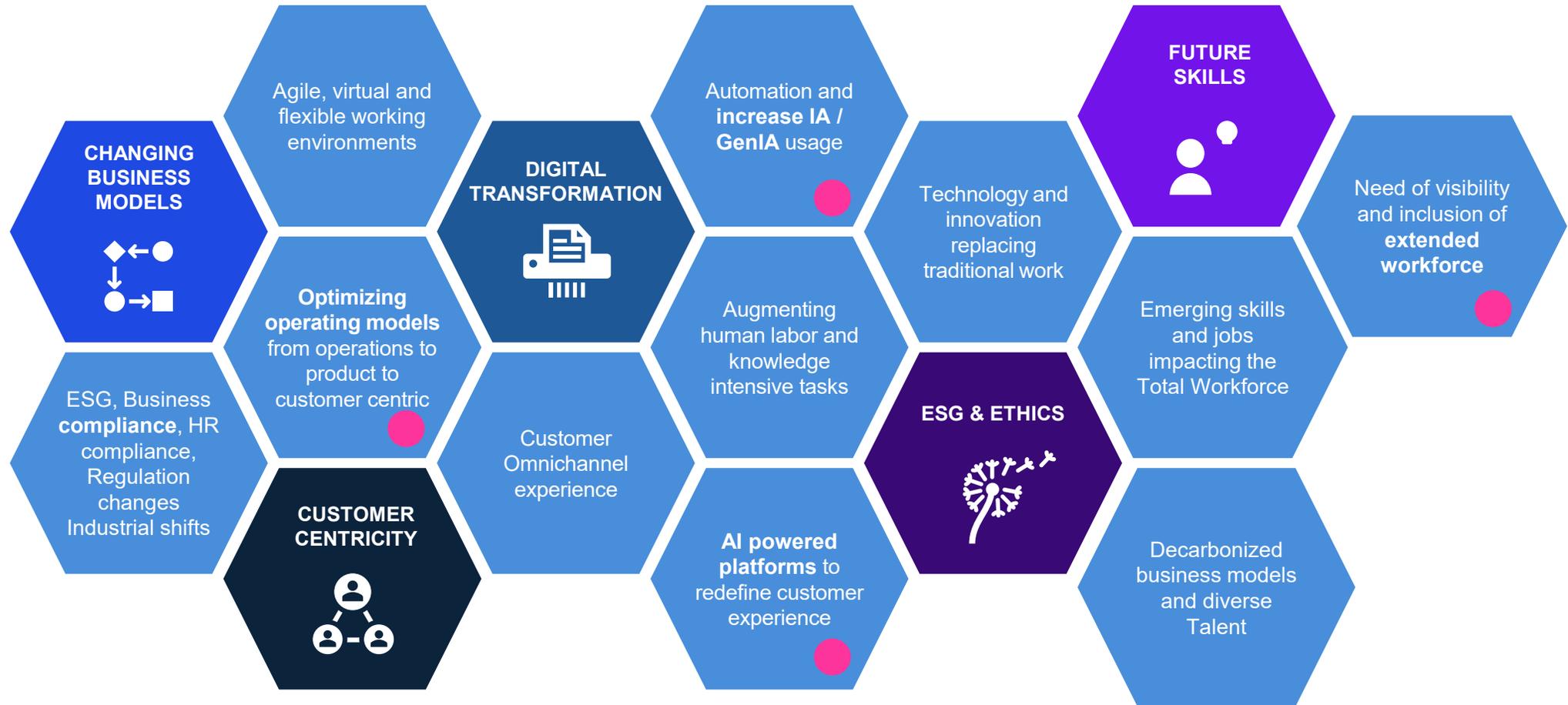
Yassine Ghandi

Directeur
Transformation RH

02

Business challenges and workforce impacts

Key organization changes driving the need for Workforce Transformation

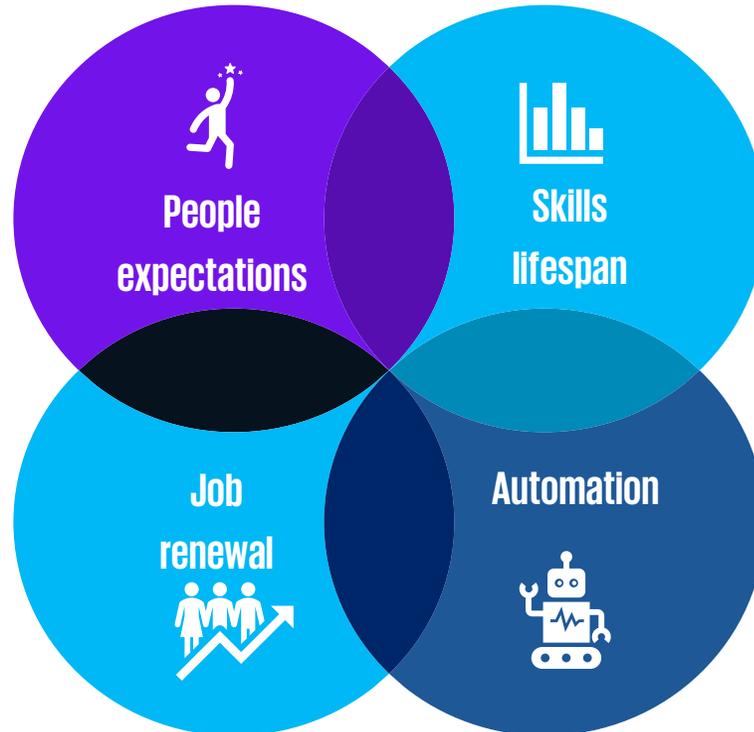


02

What does it mean in term of people key challenges ...

People expectations to meet along with an overall career length increase

New jobs related to, Data, Cyber, IA, CSR and some jobs disappearing or transformed

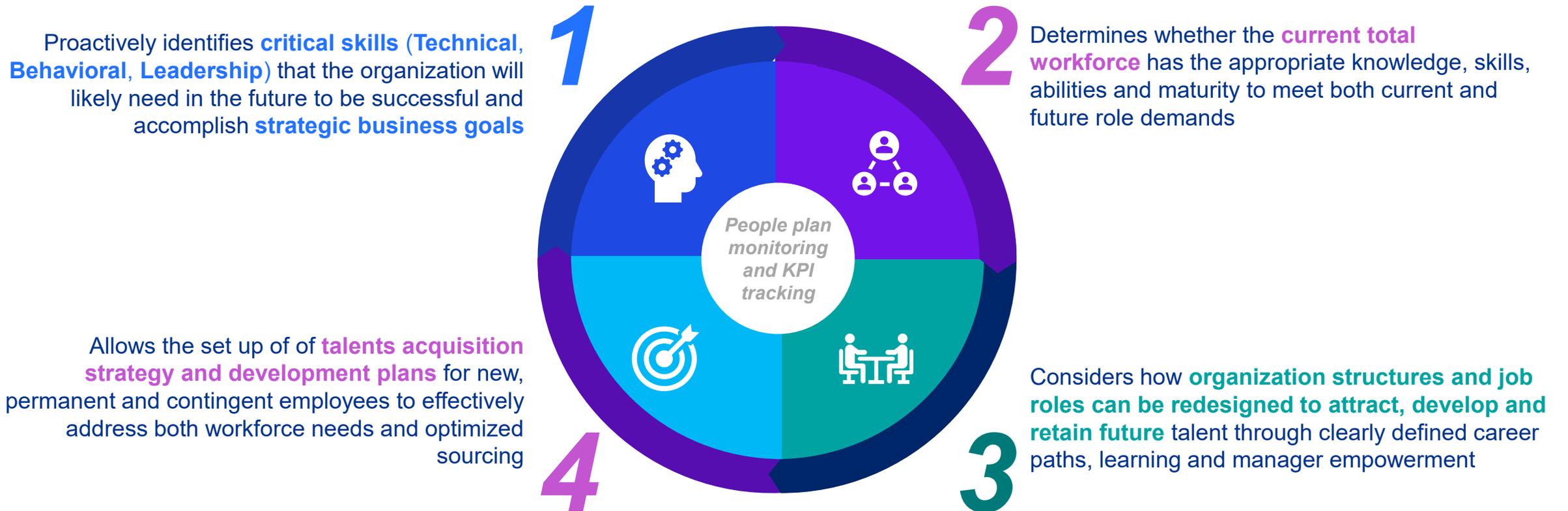


Average technical skills lifespan of 2 years versus 30 years in 1987 (source: OCDE)

60% of jobs partially automated in France in the next 5 years (IA/GenIA, advanced automation...)

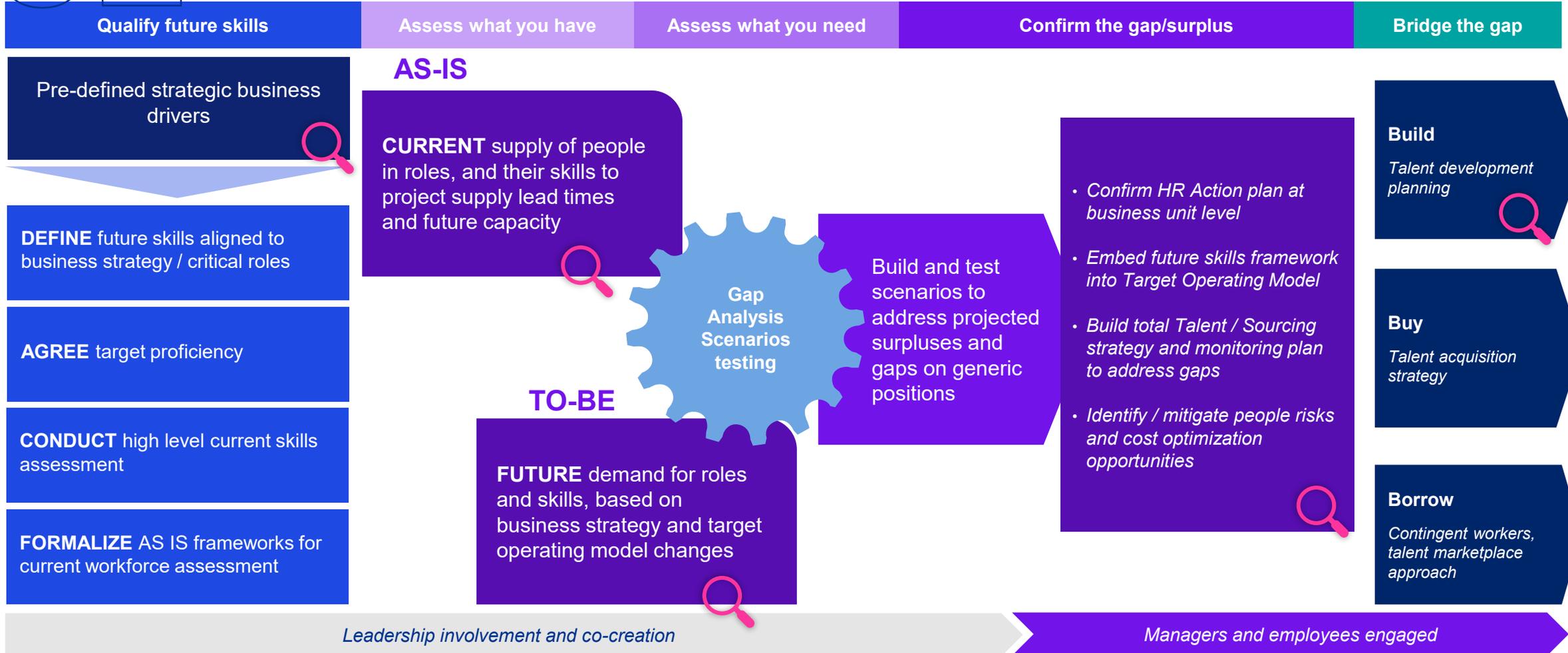
02 Workforce Transformation challenges in a glance

Workforce Transformation aligns your organization's business and people needs to ensure your employees are in the right roles and has the right skills to deliver on your business strategy and achieve organization efficiency and effectiveness.



02

Our Approach to manage and operate workforce transformation



03

Workforce transformation key success factors

Workforce Transformation requires many different and interconnected parts to be successful

Leadership Sponsorship



Leadership buy-in and clear understanding of who is accountable for leading and executing the workforce transformation agenda

Strategic Alignment



Align workforce transformation planning with overarching business strategy and goals

Business-led



Workforce transformation must be driven by the business with support from HR to ensure strategic alignment and effective collaboration

Governance And Monitoring



Clear governance and process in place to manage workforce transformation program and monitor short and long term KPIs

HR digital & organization Readiness



Efficient and effective **HR operating model, technology and tools** to support the organization's workforce transformation efforts

Data Driven



Good quality data readily available for workforce analysis and effective decision making

Manager role and Engagement



Engaged and empowered Managers supporting talent mobility, skills development and secure their ability to manage blended workforce

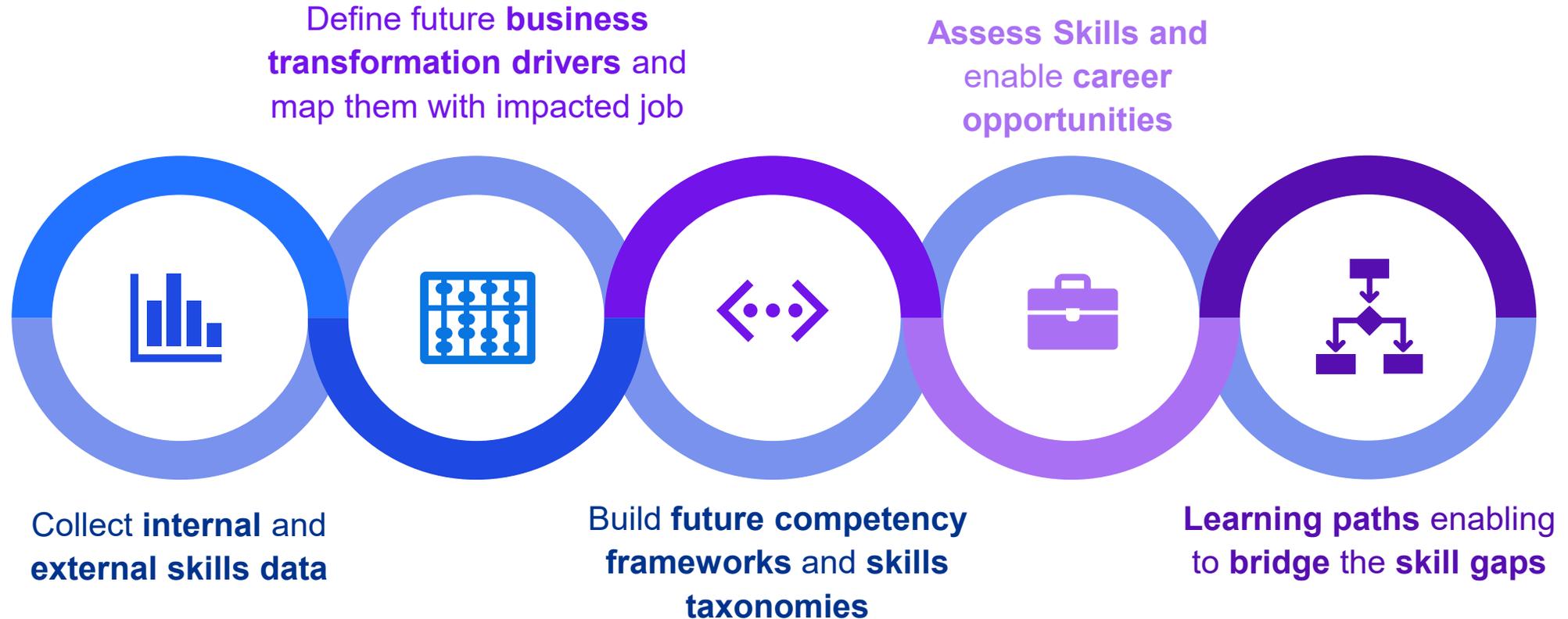
Employee Experience



Deliver the best change experience for employees to successfully navigate continuous workforce and organization changes

03

An advanced, centralized HR digital platform with SWP capabilities is a key enabler and accelerator of HR transformation



Transparence des rémunérations



Cécile Decourtray

Associée
Transformation RH



Ségolène de Foucaud

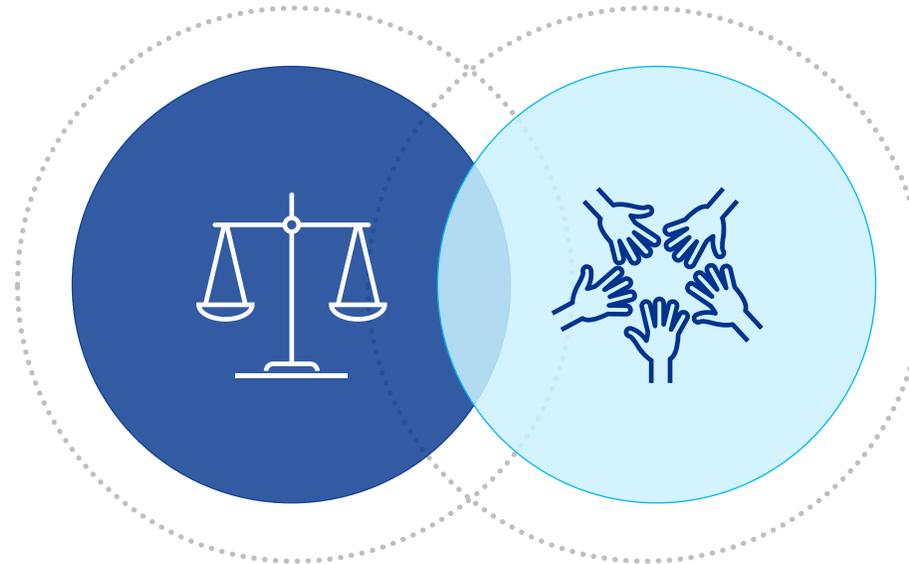
Senior Manager
Transformation RH

01

Introduction et chiffres clés

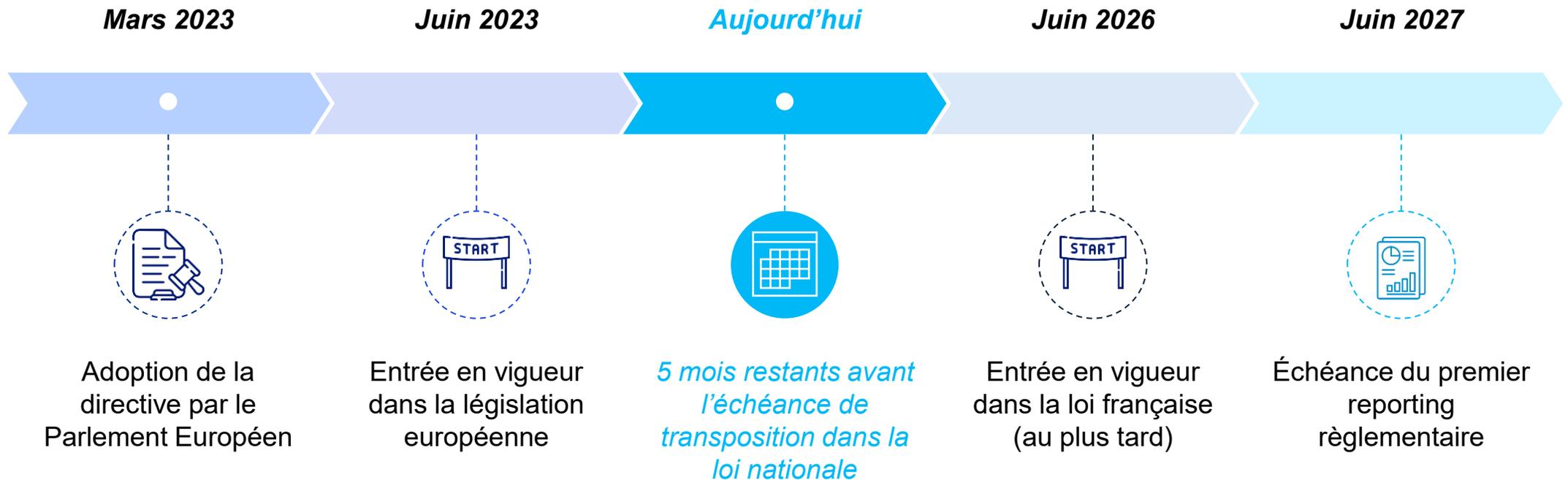
La Transparence des Rémunérations...

Contrainte juridique...



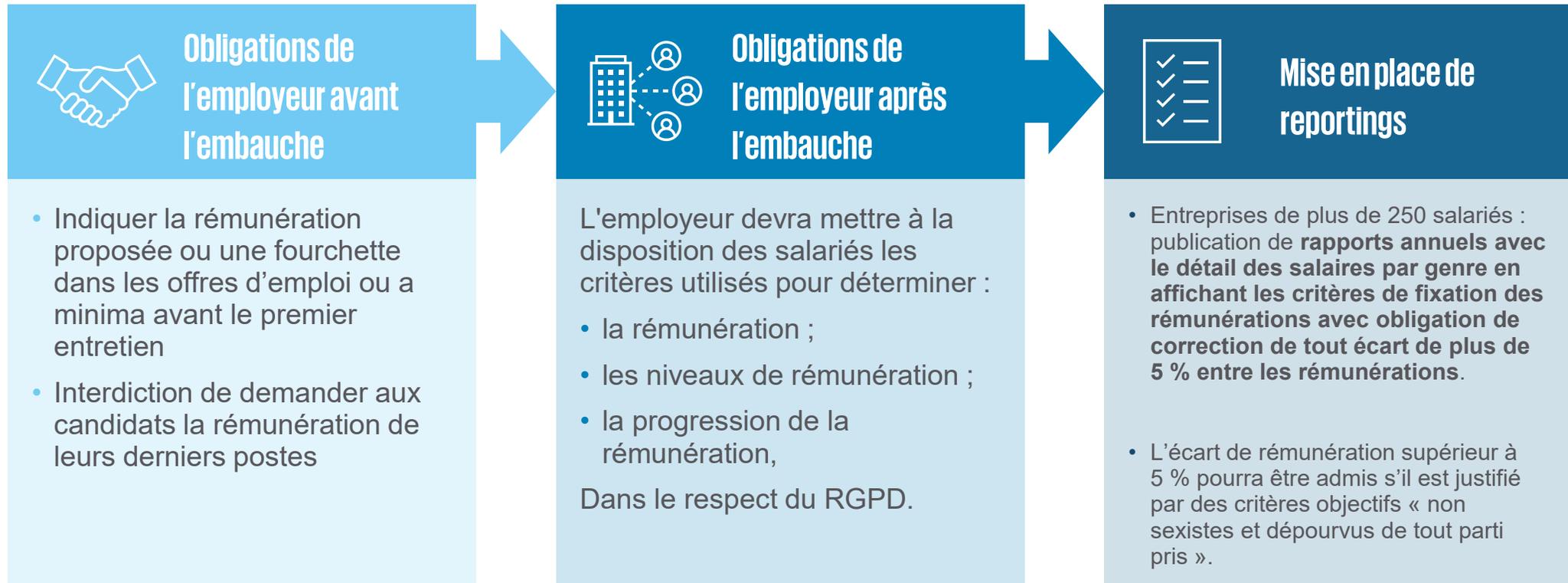
Ou levier stratégique pour l'attractivité et la rétention des collaborateurs?

02 Présentation de la Directive



Le ministre du Travail Jean-Pierre Farandou a exprimé mardi dernier (20/01/26) [l'« espoir d'arriver à présenter une loi au Parlement avant l'été – ou qu'elle soit au moins engagée avant l'été - pour faire en sorte que ce soit concrétisé le plus vite possible »].

02 Présentation de la Directive



02 Présentation de la Directive



Principales activités à mettre en œuvre

- Formalisation ou mise à jour de leur classification des emplois
- Révision des grilles de salaires pour justifier les différences de rémunération et les critères de progression
- Adaptation des outils RH
- Communication interne et externe afin d'informer IRP, collaborateurs et candidats.



Obligations de l'employeur après l'embauche

Sanctions prévues en cas de non-respect de la transparence salariale : **amende administrative proportionnelle à la masse salariale ou forfaitaire** en fonction de la gravité du manquement

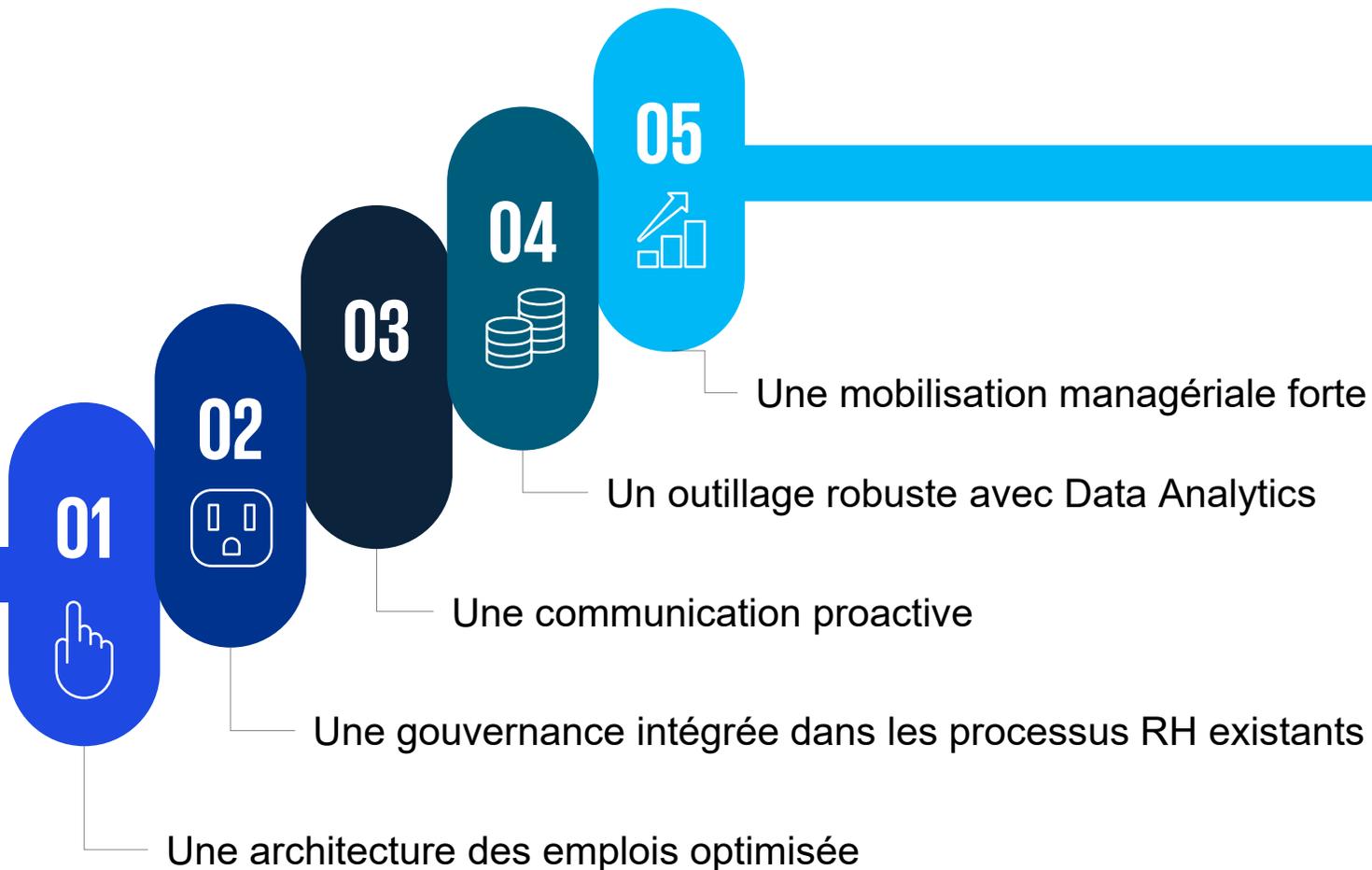


Renversement de la charge de la preuve au profit du collaborateur

03

Convictions KPMG

Les piliers pour une mise en conformité pérenne



La pérennisation de la mise en conformité passe aussi par une révision des processus RH

Adaptation des processus nécessaires				Création d'un process
				
Politique de rémunération	Politique de mobilité	Politique de recrutement	Politique d'évaluation de la performance	Procédure de gestion des demandes collaborateurs
<ul style="list-style-type: none"> Revue des principes de fixation et d'évolution salariale afin d'intégrer la notion de rémunération égale pour un travail de même valeur, et clarification des critères objectifs utilisés dans les décisions salariales. 	<ul style="list-style-type: none"> Intégration des principes d'équité dans les processus de mobilité interne, notamment pour encadrer les évolutions salariales lors de changements de poste, de département ou de localisation. 	<ul style="list-style-type: none"> Mise à jour des pratiques de recrutement : alignement avec les grilles de rémunération internes, neutralité des critères de sélection et respect du principe d'égalité salariale Publication du salaire proposé lors de l'émission de l'offre d'emploi 	<ul style="list-style-type: none"> Révision des liens entre performance individuelle et rémunération, en veillant à limiter les effets subjectifs et à garantir une application homogène des critères d'évaluation au sein des équipes. 	<ul style="list-style-type: none"> Définition d'un processus formalisé permettant aux collaborateurs de solliciter des explications ou des révisions en matière de rémunération, avec des règles claires de traitement, de réponse et d'archivage.

04 Approche KPMG

Diagnostic



- **Cadrage**, mise en place de la **gouvernance**
- Analyse de la **documentation** et **entretiens** sur la vision et les attentes
- Revue de **l'architecture des emplois** et pesée des postes
- **Consolidation** des données salariales
- **Analyse des écarts** >5% sur les rémunérations

Stratégie cible et feuille de route



- Définition des **principes de transparence**, d'équité salariale cible
- Identification des **actions correctives**
- Simulation des **impacts** sur la masse salariale, sur vos processus RH
- Création d'une **feuille de route**, y compris anticipation du **dialogue social**

Accompagnement au changement, outillage et pérennisation



- **Stratégie d'accompagnement au changement et plan de formation** des managers et des équipes RH
- **Analyse de risques** et appui au **dialogue social**
- Outillage (**indicateurs de suivi**, reporting, gouvernance)



Déploiement



- Pilotage de la mise en œuvre des actions correctives
- **Déploiement du plan** d'accompagnement au changement
- **Animation des formations** des managers

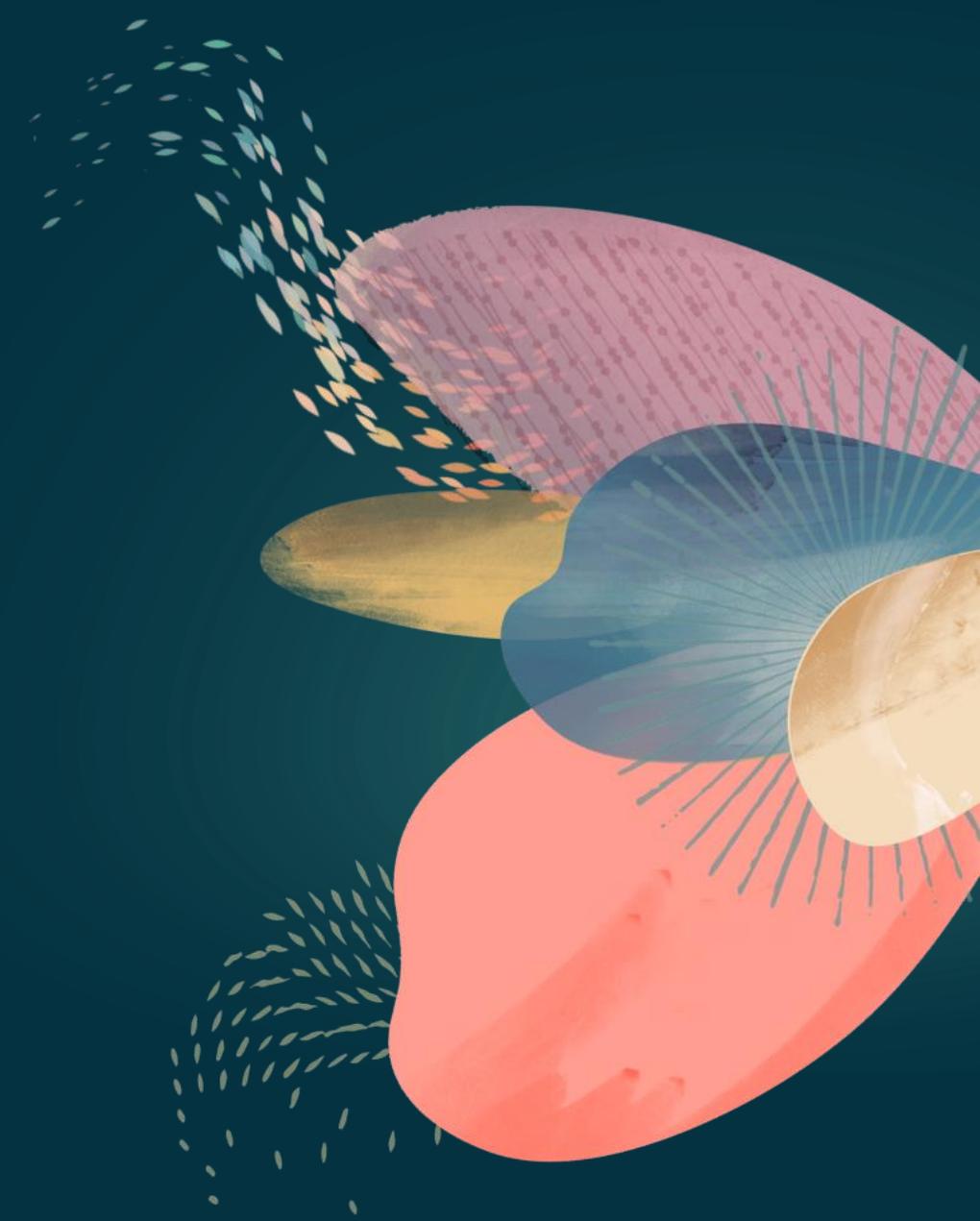
KPMG

ORACLE

Introduction to

INCENTIVE COMPENSATION

Camille Lagrange
Solution Engineer



The following is intended to outline our general product direction. It is intended for information purposes only, and may not be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decisions. The development, release, timing, and pricing of any features or functionality described for Oracle's products may change and remains at the sole discretion of Oracle Corporation.

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Why Incentive
compensation

2

How does it work

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Demo

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Q&A



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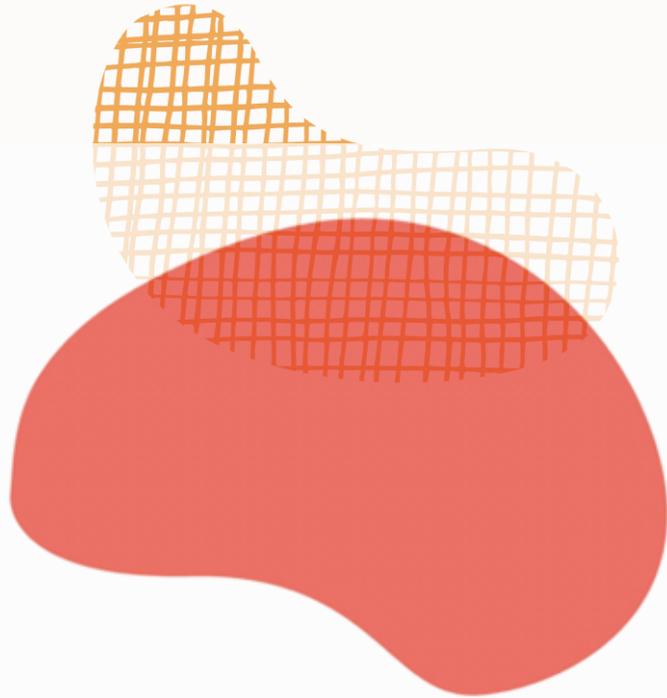
5

Q&A



Incentive Compensation

is a motivational tool
to grow revenue



Transparency

is Key to Motivating

Clear and **well-defined plans**

Clear and simple **pay statements**

Clearly defined **dispute process**

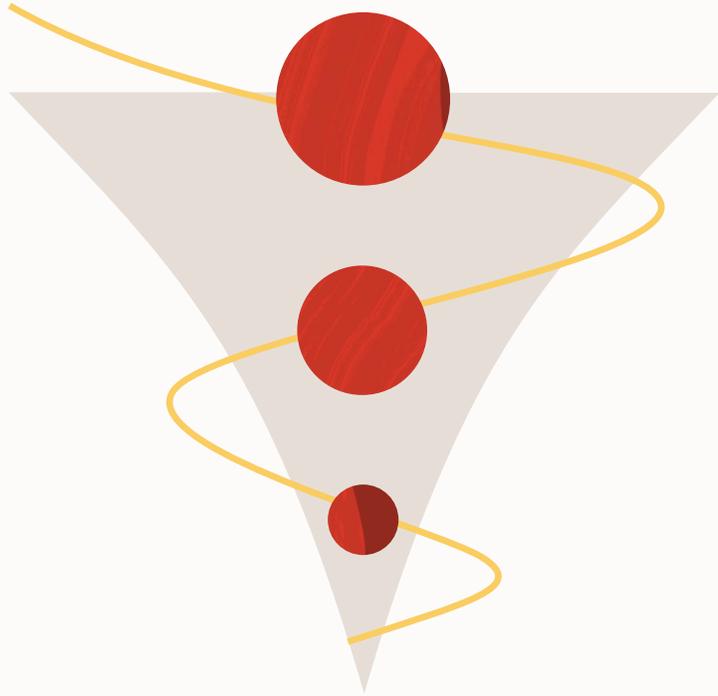


Accuracy is Essential

Accurate payee data

Accurate transactional data

Accurate rules



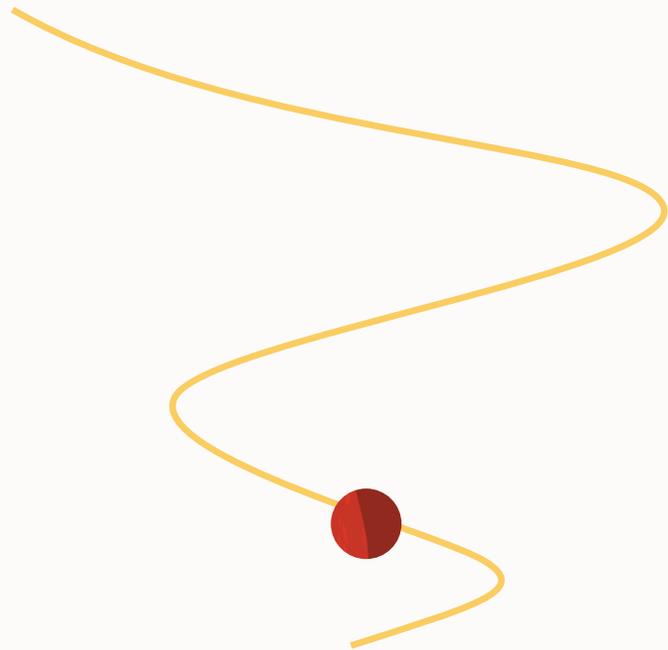
Speed

of Data Processing is Vital

More time to **audit**

More detailed **pay statements**

More time to **correct prior to payroll**



AI

of Data Processing is Vital

Boost productivity with AI-generated incentive formulas and explanations

Empower admins with intuitive tools and Redwood UI

Unlock insights from compensation data and reports

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AI-Powered Applications and Analytics

Fusion ERP

Fusion SCM

Fusion HCM

Fusion CX
Incentive
Compensation

Industry
Apps

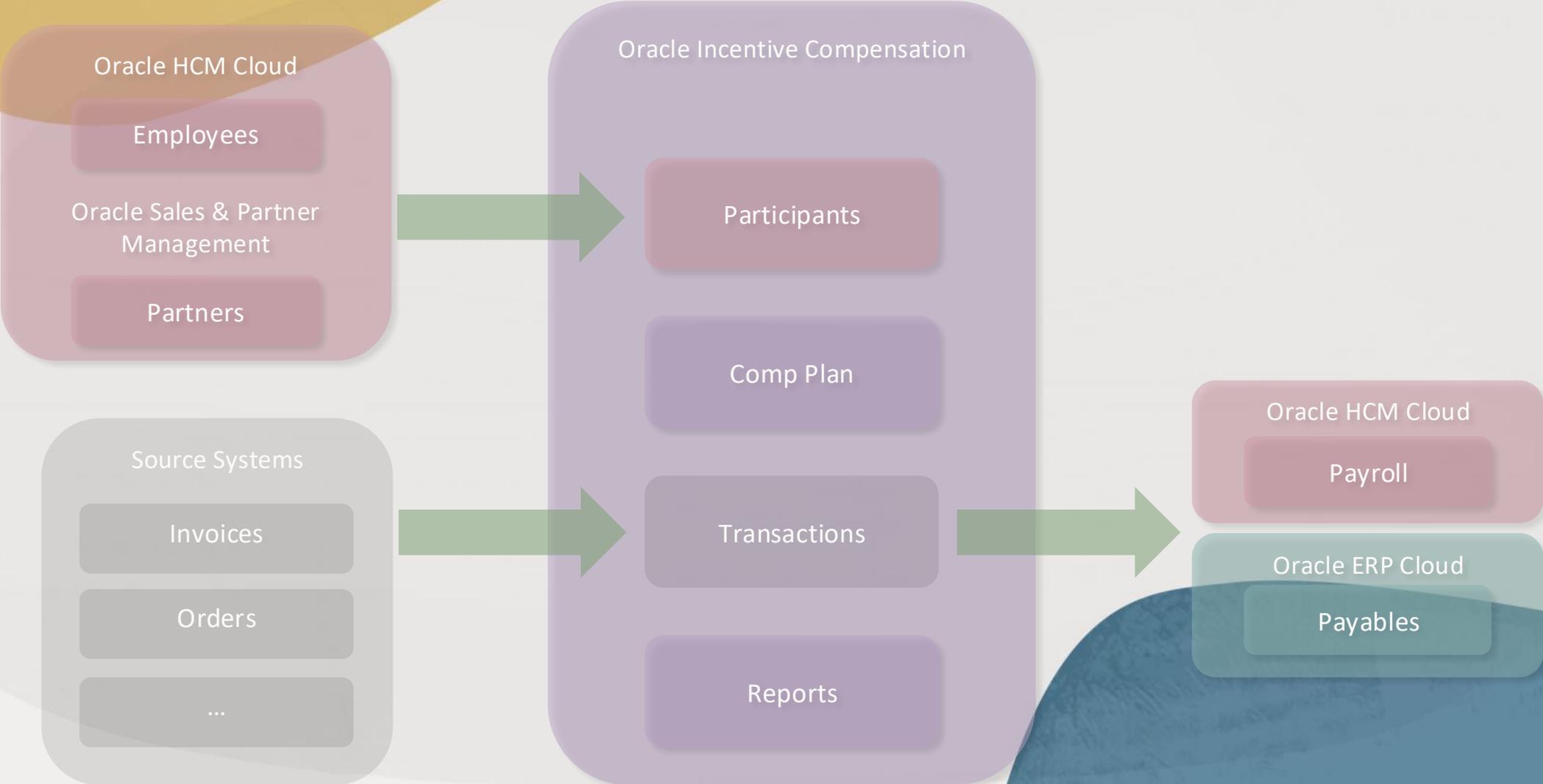
3rd Party
Applications

Applications Platform

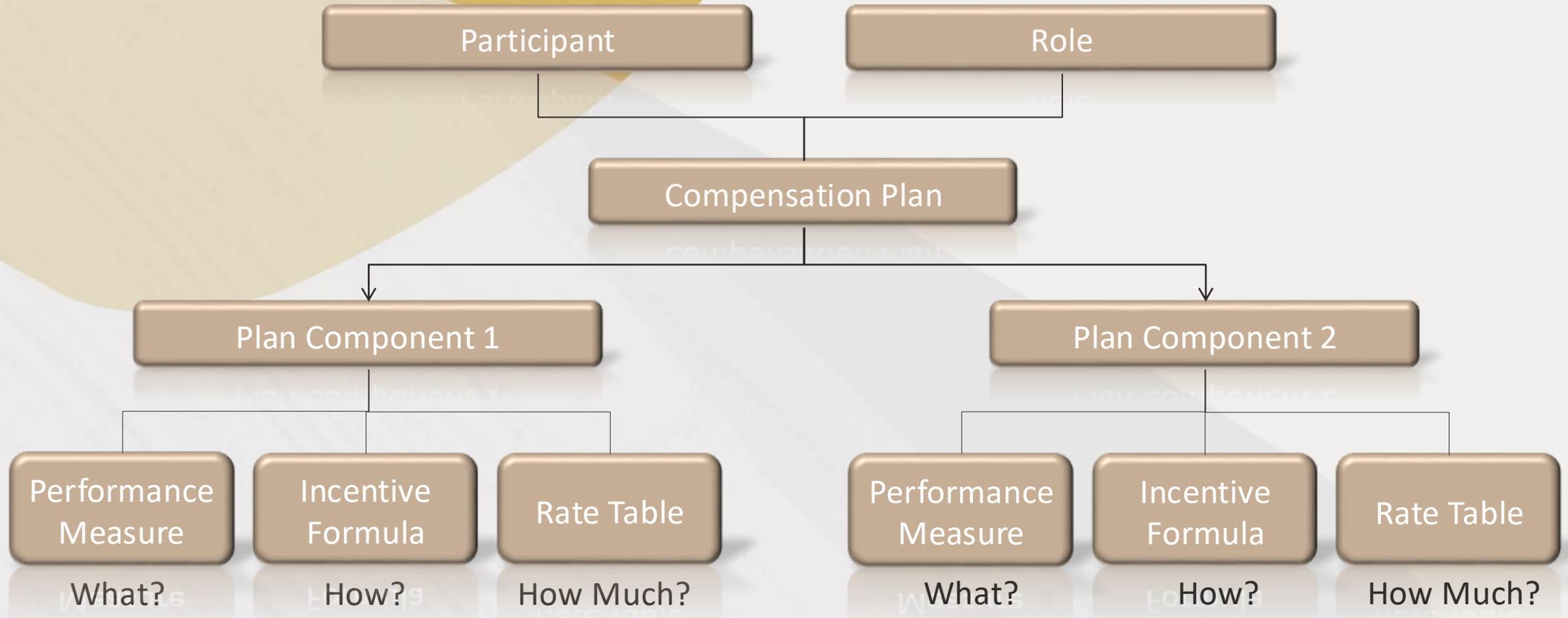
Unified Enterprise Data Model

Finance / Supply Chain & Manufacturing / HR / Marketing / Sales / Service / Industry

Incentive Compensation Logical Flow



Building Blocks of a Compensation Plan



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Natalie
Sales Rep



Amy
Admin

Chapter 1

Follow Natalie Sales Rep as she reviews compensation plan dashboard and accepts new compensation plan with support of AI guidance



Compensation Dashboard

Plan Documents

Try searching by keyword or add a filter

Overview **\$20.51K** Period Earnings

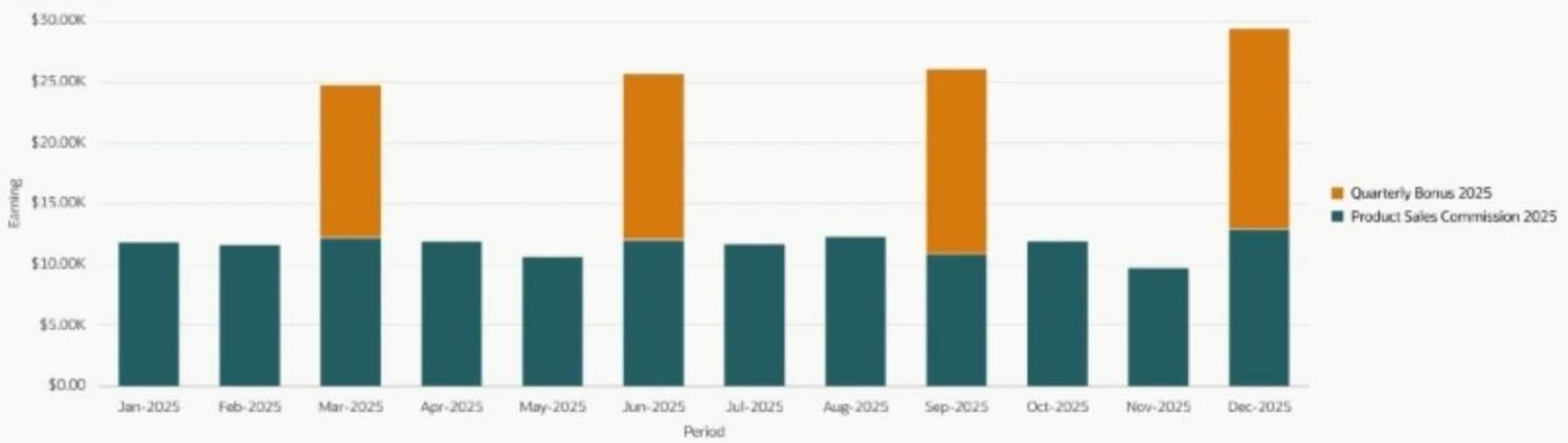
Earnings **\$408.91K** YTD Earnings Behind

Credits **\$2.67M** MTD Credits On Track

My Team **\$2.92M**

Revenue Growth **\$63.78M (\$15.06M)** YoY Growth Behind

Earnings Trend

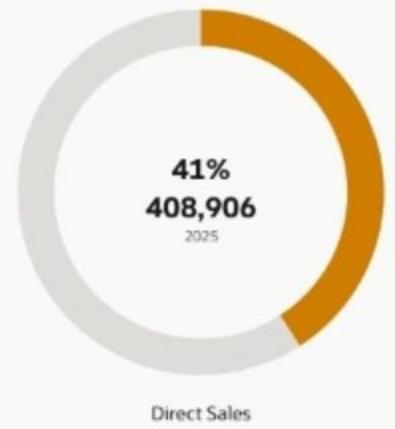


Attainment to Goal



(* The meter gauge chart type only supports reports that contain a single row. Select either a different chart type or report and try again.

On Target Earning



Estimated Commissions



News Feed

- Incentive Compensation Plan Document Approval and Acceptance for Sara Sales Rep ASSIGNED
- The Appointment Schedule Appointment Has Been Updated by Sara Sales Rep as Scheduled on Feb 22 at 08:22 AM. ASSIGNED
- Upcoming Bonus Payments EVENT

View More

Key takeaways for Natalie

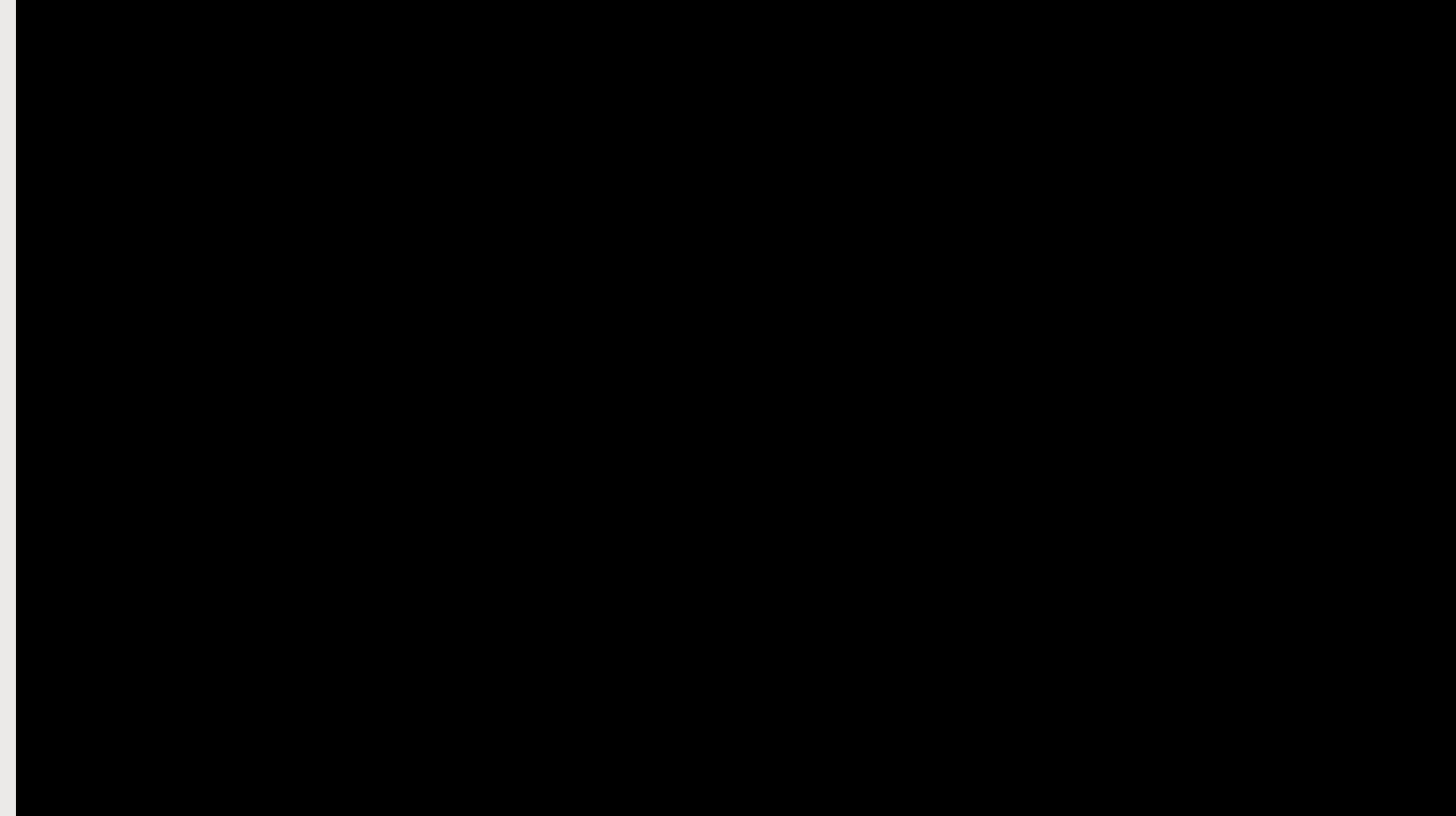


- Easy to understand what she earned, how much she has achieved thanks to the Dashboard
- Easy to understand new plan thanks to the AI Agent
- Speed as she can accept the plan from the UI

Chapter 2

Follow Amy, Comp Admin as she review her Dashboard and designs an incentive plan with AI





Create Compensation Plan

Create Incentive Component

Plan Component Information

Select a business unit
Supremo Holdings LE BU

Basic Information

Give your incentive a name

Required

What products or categories qualify?

Required

What's the incentive type?

Required

Description

Start Date
8/6/25



End Date
12/31/25



Earnings Configuration

How frequently will you pay these earnings?
Period

Calculate per sale or total sales over a period of time?

Required

Select an incentive formula

Required

Open Advanced Configurations

Plan Component Information

- Basic Information
- Earnings Configuration

Incentive Rates

Compensation Plan

Create expressions using Gen AI

vision Operations

Basic Information

Give your incentive a name
test

What's the incentive type?
Bonus

Description
The Bonus earnings for this plan component are calculated using the expression "Measure Result.Wireless Keyboard Sales Measure.CNMR.OUTPUT_ACHIEVED," which represents the achieved sales performance for wireless keyboards in the CNMR region. This expression provides a measure of the sales attainment for this specific product in the

Generated by AI

Start Date
9/30/25

End Date
12/31/25

Earnings Configuration

How frequently will you pay these earnings?

Calculate per sale or total sales over a period of time?
Per event

Select an incentive formula
Wireless Keyboard Measure Output

A performance measure was assigned automatically based on your selection.

Expression Summary

The expression "Measure Result.Wireless Keyboard Sales Measure.CNMR.OUTPUT_ACHIEVED" represents the achieved output for the performance measure "Wireless Keyboard Sales Measure" in the CNMR (Chinese New Market) region. It likely indicates the sales performance or attainment for wireless keyboards in that specific market.

Generated by AI

Open Advanced Configurations

Performance Measures

You have 1 performance measures. These include measures assigned by the system and those you may have added manually.

Plan Component Information

- Basic Information
- Earnings Configuration

Incentive Rates

Compensation Plan

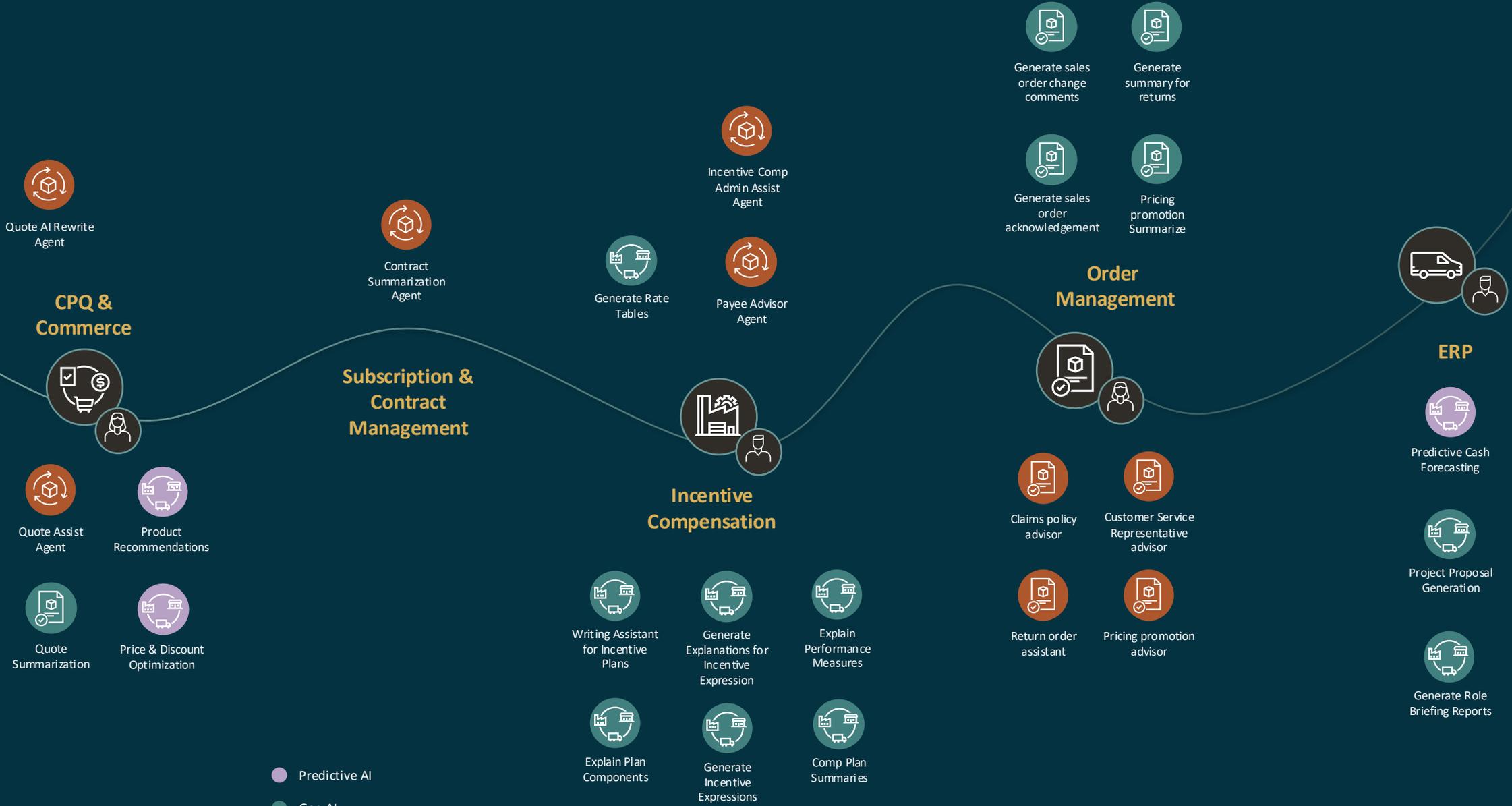


Key takeaways for Amy



- Easy to build plan components thanks to the redwood UI
- Takes to complexity away with AI to component
- Speed and accuracy increased

Oracle AI for Revenue Transformation



- Predictive AI
- Gen AI
- AI Agent



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Amplifon choose Incentive Compensation to manage the bonuses for 3rd parties sellers

Amplifon S.p.A. is an Italian company that deals with the customization, application and marketing of hearing aids and accessory products.

Amplifon need to pay bonuses to the partners that host their audiologist to sell Amplifon hearing aids.

Amplifon process now with IC 60.000+ transactions per month.



5k

Active Participants

Solution footprint

Oracle Fusion
Cloud Services:

Incentive Compensation, Oracle
Sales PRM, Oracle ERP, Oracle
HCM, Oracle EPM, Oracle FDI





ADT replaces SAP Callidus, leverages HCM and Incentive Compensation for holistic view of Total Compensation

ADT, the worlds believes that in today's world, connection is protection. 13,000 professionals in over **150 locations** throughout the U.S. ensure that our over 6 million customers stay as safe and secure as possible. **ADT replaced SAP Callidus to support its variable compensation programs for 4,000 payees.**

ADT can now process all transactions with zero error in 1hr and 5 mins

ADT can extract HCM details in less than 3 mins



6.0MM

Customers across the United States

Solution footprint

Oracle Fusion
Cloud Services:
CX Sales, Incentive
Compensation, Oracle ERP,
Oracle HCM



Oracle Incentive Compensation Customers



Incentivize & retain more revenue-supporting talent



**Motivate through transparent,
accurate compensation**



**Simplify complex
compensation structures**



**Sell more with
a unified approach**

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