

Common Review Decision Guide Application

About the Application

App Name: Common Review Decision Guide App

App Category: Human Capital Management

Workday Service Deployed: Workday Extend

The Common Review Decision Guide application provides Blue Cross and Blue Shield of North Carolina (Blue Cross NC) managers guidance in determining annual merit and incentives awards for their direct reports. The awards are based on the employee's previous year's performance and the employee's salary relative to both internal equity and their position to market. The application dynamically walks managers through a merit and incentive decision tree by conditionally displaying results based on the answers to prior questions while also leveraging data within Workday. The result is a recommended range for merit and incentive awards for the employee. The App is comprised of three pages: a home page that lists managers' direct reports and their prior-year adjustments, an incentive decision tree page, and a merit decision tree page. The data is then embedded into the Common Review compensation grid so that managers have a singular view of the compensation information, which will ultimately assist managers in determining merit and incentive award amounts in a consistent and equitable manner.

Why Workday Extend

Blue Cross NC selected Workday Extend to simplify the management of its compensation experience. Blue Cross NC recognized the benefits of having all Workday data embedded into the application to streamline the entire compensation process and make selecting the appropriate compensation amount more efficient and consistent.

Benefits

- ✓ Delivers a single source of data to avoid data export, import, and management with external systems
- ✓ Creates a more consistent process so all managers are adjusting compensation and bonuses based on the same factors
- ✓ Streamlines the manager experience with the ability to view all employee adjustments in the compensation grid

“ Making the experience look like it's part of Workday while being able to do things outside of what Workday natively delivers makes Workday Extend valuable to Blue Cross NC. ” - Andy Miles, Principal HR Technology Consultant, Blue Cross NC