

INFORMATION ON DEMAND

Global Human Capital Management

Oracle Solutions for Workforce Excellence

Like most companies, a multinational organization's primary asset is its people, and, not surprisingly, there is a vested interest in cultivating this vital asset. The trend in today's business is toward creating a culture of well-informed, self-sufficient employees. The Human Resources (HR) group, working in collaboration with line management, can achieve this strategic objective using Oracle human capital management (HCM) applications. By deploying a wide range of employee development and talent management applications, and by using a self-service front end, companies gain efficiencies, reduce costs, and enhance the quality of their workforce.

Reducing Costs and Returning Value

“The consulting industry is increasingly competitive. Businesses demand more accuracy at a higher speed on bids and tenders. The availability of staff information across time zones and good data quality is crucial to ensure that we assign appropriate consultants to client projects on a global basis. PeopleSoft HCM has the technology to make it happen.”

Helene Berge Holm

Head of Corporate HRMS
Det Norske Veritas
Norway

“There is no better way to convince others to choose Oracle than to show them our own reference site here in Dublin. So far, few multinationals have succeeded in moving all their global processes to one location. When they do, they’ll need to standardize on one of the leading technology product sets. We’re proving that it’s a successful solution at our own shared services center.”

John Martin

Senior Manager
Shared Services Centre
Oracle Ireland

In a global marketplace, human resources typically operates according to local regulations and customs for each country in which they have employees. Does this mean that you need multiple HR systems for each location? Not at all.

Oracle human capital management software reflects the unique and varied requirements of users from countries around the world—in a single database—and brings important benefits to human resources.

- Deliver multiple languages, currency, and characters in one database
- Deliver HR content in a consistent fashion
- Create a global data model
- Store past and present data in one place
- Report business metrics from one source
- Get a consolidated view of the company
- Train users on just one system
- Manage data privacy more easily

Oracle HCM applications also give you significant financial benefits.

- Eliminate legacy license and support fees
- Reduce your hardware capital budget
- Lower your software maintenance fees—one version, one upgrade path, and fewer customizations
- Lowered implementation and maintenance costs
- Fewer databases need fewer programming resources
- Singular focus for application security

Reporting Challenges Diminish in Global Instance

To align the workforce with the organization’s overall objectives, HR executives need comprehensive insight into the workforce as a whole. But this can present a major challenge when you consider the fragmented nature of the HR systems in many global organizations. The inability of these systems to interoperate has made it difficult and time-consuming for global HR executives to get answers to even the simplest questions.

To address this very issue, Oracle offers two solutions for global human resources management: Oracle Human Resources Management System (HRMS) and Oracle’s PeopleSoft Human Capital Management. These products deliver a single, central, “global core” system with localized extensions to accommodate national language, culture, regulations, and legislation. One global application can help multinational HR executives implement a single system that fulfills local operational needs while providing the consistency and strategic insight needed to manage and deploy the entire workforce for maximum competitive advantage.

Dealing with Disparate HR Information Systems

In most multinational corporations, each regional or country operation has its own human resources management system. Frequently, the system has either been custom-built or supplied by a local vendor, and has operated autonomously. The integration of standalone systems with a corporate standard is extremely labor intensive and costly, and the obstacles to success—both technical and functional—are many.

The fact that data is entered and stored in different ways on different systems thwarts attempts to make sound decisions or to develop effective strategies. Reporting relationships from one region, country, or division to another further complicates data entry and reliability. Headcount management, for example, is more easily achieved when the HR director has insight into international requisitions, hiring activities, and labor costs, and has an in-depth view of where skills exist and where they are needed. At a minimum, this HR information system “patchwork quilt” adds cost and frustrates the ability of employees up and down the line to manage their business more effectively.

Building a Core Global System

With Oracle HCM applications, global companies can take advantage of the internet and enterprise software applications to deploy HR systems that provide a “global engine” for worldwide HR management. The core model offers numerous advantages, including

- Minimal number of databases—With a centralized, Web-based engine, all HR data can be stored in one database.
- Local data entry and global data storage—With a single data model, employee data such as name and address can be entered according to local formats while a Unicode database stores the data regardless of the format in which it was entered. Using personal or regional preferences, the software accommodates differences in format, language, and currency by region or by country.
- Employee self-service—One global instance offers the opportunity to distribute self-service features to users worldwide, thus streamlining access to data and expediting transactions and their approval.
- Cross-border workflow—Automatic processes can be set up that speed the flow of data and reduce the level of manual administration.
- Business intelligence—Global HR executives can analyze the entire employee base at once without needing to fire off requests for data to their managers.
- Integration with other systems—Organizations running other Oracle Applications will find that employee data is displayed in exactly the same way.
- Support for data protection legislation—Oracle HCM applications can be configured to let users access, view, and update as much or as little data as their organization chooses.
- Local extensions—To streamline multinational HR systems, Oracle HCM applications offer localized extensions that capture the standard practices of a country and address the regulations for HR within that country.

Oracle Human Resource Management System and Oracle’s PeopleSoft Human Capital Management use a centralized data repository to give you a single view of your globally dispersed workforce. By providing a core management engine that automates processes, these applications can—quickly and cost effectively—deliver the key information and services necessary for strategic, global HR management.

CONTACT US

For more information on Oracle HCM, call **+1.800.ORACLE1** to speak to an Oracle representative or visit oracle.com/hcm.

Measured Results

According to a recent Watson Wyatt study, over 92 percent of companies with shared HR service centers achieved their goals to increase customer service and productivity. Eighty-six percent met their key goals to improve transaction accuracy and reduce costs.

Next Steps

- For additional product information and white papers covering a broad range of HCM topics, visit oracle.com/hcm.
- To speak to an Oracle representative, call **+1.800.ORACLE1**. You can also visit the Oracle Store at oraclestore.oracle.com.
- To locate your nearest Oracle office outside of the U.S., please visit oracle.com/locations.



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