



Georgia[®]

State Personnel Administration

State Personnel Administration
(SPA)

Atlanta, GA
<http://www.spa.ga.gov>

Industry:

Public Sector

Annual Revenue:

US\$14.5 million

Employees:

100

Oracle Products & Services:

PeopleSoft Enterprise
Human Capital Management
Suite

Oracle Partner:



Anteo Consulting
www.anteoconsulting.com

“Georgia is one of—if not the first—state to roll out centralized performance management. Oracle’s PeopleSoft Enterprise ePerformance allows us to document and track the process, ensuring all agencies are completing it consistently, ultimately driving employee improvement.” – Marion Fedrick, Assistant Commissioner, State Personnel Administration

Georgia’s State Personnel Administration Centralizes e-Performance to Meet State’s Goals

The State Personnel Administration (SPA), formerly the Georgia Merit System, has served as the central personnel agency for the state of Georgia since 1943. It provides human resource (HR) and benefits programs to all state entities and employees. SPA’s core responsibility is to establish a system of personnel administration that attracts and retains the best employees. Georgia has more than 120 agencies and 110,000 employees

Challenges

- Support statewide initiative to standardize performance management processes and ultimately drive individual and organizational performance expectations and improvements
- Improve accountability and support the Governor’s vision for Georgia being the “best managed state”
- Integrate smoothly with the statewide human resources and payroll system to minimize costs

Solution

- Worked with Anteo Consulting to implement several modules of Oracle’s PeopleSoft Enterprise Human Capital Management Suite, including ePerformance, to deploy a consistent, integrated on-line performance management process statewide, replacing agencies’ paper-based and disparate electronic processes
- Supported a shift in focus from individual job responsibilities to goals and competencies that support goals by communicating employee expectations clearly and with measurable, objective criteria focusing on agency and statewide goals
- Consolidated all job descriptions statewide, from approximately 3,500 to 750, a reduction of over 400%
- Ensured that 100% of employees are evaluated in a consistent, statewide model
- Improved performance by providing feedback to employees year-round and giving employees and managers tools to make notes and track progress throughout the year
- Rolled out successfully to 25,000 employees and will roll out to the remainder of the state in 2009