



State of Kansas
Topeka, KS
www.kansas.gov

Industry:

Government

Employees:

52,000

Oracle Products & Services:

PeopleSoft Enterprise Human Capital Management
Payroll for North America
Oracle Database

“Over the years, Oracle’s PeopleSoft Enterprise applications have given the state the flexibility to adapt to changing legislative mandates, evolving technology, organizational goals, program funding, and business demands.” – Connie Guerrero, Manager of Information Services, Department of Administration, State of Kansas

State of Kansas

The State of Kansas Department of Administration strives to carry out its mission to provide quality services responsibly and fulfill its promise to satisfy customers with innovative, value-driven services. This mission, coupled with the state's tradition of fiscal responsibility, is reflected in its decision to centralize its human resources management applications for economy and efficiency. Kansas has used Oracle's PeopleSoft Enterprise Human Capital Management applications since 1994.

Challenges

- Replace legacy, custom-built system with an off-the-shelf solution
- Improve business processes and eliminate paperwork
- Cut costs for payroll distribution

Solution

- Provides centralized infrastructure as part of the Department of Administration's shared services strategy, hosting PeopleSoft Enterprise Human Capital Management for 102 state agencies
- Updated software over time to take advantage of evolving technologies, such as Web-based architecture, built-in best practices, and legislative compliance updates
- Cuts IT management costs through Web-based deployment
- Relies more on technology and less on paper by issuing paperless paychecks to 90% of the state's employees
- Implemented employee self-service to reduce labor involved in issuing duplicate W-2s and to grant employees more authority over their own transactions
- Re-engineered business processes and synchronized pay deductions with pay cycles for 52,000 employees to reduce five pay cycles to one
- Responds quickly to requests from legislature, press, and public using extensive reporting capabilities built into PeopleSoft Enterprise Human Capital Management
- Adapts easily to changes in federal mandates with regular software updates provided by Oracle
- Ensures accuracy of paychecks by allowing employees to view pay amounts before checks are issued