

The Commonwealth of Massachusetts
 Boston, MA
www.mass.gov

Industry:

Public Sector

Employees:

90,000

Oracle Products & Services:

PeopleSoft Enterprise
 Human Capital Management
 Payroll for North America
 Human Resources
 Time and Labor
 Benefits Administration
 eBenefits
 ePay
 Oracle Database

“Previously, when tax laws changed, we had to manually update our applications. Now, Oracle takes responsibility for its application updates to ensure compliance with the most current laws related to withholding and tax reporting.”

– Martin Benison, State Comptroller, Office of the State Comptroller, The Commonwealth of Massachusetts

The Commonwealth of Massachusetts

The Commonwealth of Massachusetts runs Oracle's PeopleSoft Enterprise Human Capital Management as the centralized payroll and human resources system for 152 agencies including the legislative and judicial branches of government. Prior to deploying PeopleSoft Enterprise applications in 1999, the state faced several challenges.

Challenges

- Consolidate several disparate payroll systems with an integrated HR compensation management system
- Perform data analyses to create a variety of models used for collective bargaining with unions and for modeling workforce changes during tight economic times
- Provide easy access to consolidated employee records for informed decision-making
- Deliver employee self-service allowing employees to change personal data, access pay stubs online and enroll in multiple payroll deductions, at their own convenience
- Deploy with minimum customization for ease in staying current with tax laws and technology

Solution

- Chose PeopleSoft Enterprise Human Capital Management for its tight integration between Payroll and Time and Labor and to provide self-service HR
- Uses system to manage workforce, using automated mass position transfers
- Enables state to use data modeling to strategically determine total cost of union proposals
- System updates from Oracle make it easier to stay current with tax laws, eliminates manual updating of applications, and increases accuracy in tax reporting
- Distributes 104,900 paychecks biweekly (including 27,700 in the University of Massachusetts system), most issued electronically to save printing and mailing costs
- Deployment presented an opportunity to adopt best practices in policies and procedures