

INFORMATION EMPOWERS

PeopleSoft Enterprise Learning Management

The world of training, learning, and performance management continues to revolutionize business today. Oracle's PeopleSoft Enterprise Learning Management comprises a state-of-the-art learning management system (LMS), collaboration and content tools, analytics, and services that bring together the arts of training, learning, and performance—and embeds them within the constructs of everyday business.

With this solution, our aim is to drive business results to a higher level. PeopleSoft Learning Management provides:

- A world-class LMS to drive development of the most important asset in an organization—its workforce
- Complete integration with PeopleSoft Human Capital Management (HCM) applications
- A flexible, open architecture that enables companies to integrate learning and training into all aspects of their business

Your Complete, Integrated, Enterprise Learning Solution

Equip People with Targeted Learning

To compete in the knowledge economy, people require rapid and continuous learning. PeopleSoft Learning Management solves this challenge.

Action-Based Learning

With today's rapid pace of change, knowledge workers can no longer afford to fill their heads with "nice to know" information that someday might help drive revenue. In most industries, this type of learning is an unaffordable, unproductive luxury. Yet to compete in the knowledge economy, people require rapid and continuous learning.

PeopleSoft Learning Management solves this challenge. This solution is designed to increase business performance by equipping your people with targeted, role-based learning tools exactly when they need them. PeopleSoft Learning Management takes much of the guesswork out of the learning process. It identifies learning needs based upon roles, competencies, performance goals, business processes, transactions, and metrics—and recommends the right courses and learning materials to meet those needs.

With a clear, objectives-based learning plan, learners (your employees, customers, suppliers, and channel partners) understand how each learning activity will apply to their work, increasing their enthusiasm and success in the course.

One Source for Knowledge

PeopleSoft Learning Management is designed to provide learners with a single, intuitive interface to view and manage all forms of learning, including:

- Webinars and eLearning
- Instructor-led courses
- Self-paced activities and on-the-job training
- Books and white papers
- Degree, curriculum, and certification programs
- Supplemental, ad hoc learning

Learners use one personalized source for all their learning needs. They can enroll themselves in learning activities, locate catalog information, and launch online learning activities directly from their learning homepage. They can also request learning for new subject matter or for courses in your catalog that do not meet their scheduling needs.

Learning managers and training administrators can see all your organization's learning needs through one easy-to-use tool. They can set up, manage, and monitor all learning programs online.

Tackle Learning Needs Across the Enterprise

PeopleSoft Learning Management addresses the complexities of learning across the enterprise.

- Line managers can create and review team members' learning objectives and plans, monitor attendance and progress, and approve learning activities.
- Centralized and distributed learning departments have the flexibility to manage their own business rules, domains, catalogs, and learner groups.
- Compliance officers can manage and report on critical certifications.
- Organizational development professionals can assess workforce capabilities, identify subject matter experts in the organization, and use learning to meet competency objectives and performance goals.
- Human resources staff can proactively push learning out to employees based on triggers—such as a new hire, a job change, a performance evaluation, or a change in competencies—in source systems.
- Customer and service organizations can provide external learners with targeted learning and manage the revenue flow associated with such training.

Streamline Your Talent Management Business Processes

PeopleSoft Learning Management is tied to an integrated suite of organizational development applications that enable you to unify and streamline your end-to-end talent management business process. Predelivered integration between PeopleSoft Financial Management and a PeopleSoft Learning Management subledger streamlines the management of departmental chargebacks, fees, and invoice data.

PeopleSoft Learning Management embeds learning into any business process that is mission-critical to your organization. It easily integrates external content because it is built on industry standards such as the Sharable Courseware Object Reference Model (SCORM) and the Aviation Industry CBT (Computer-Based Training) Committee (AICC). Open standards-based integration means greater efficiency for your training department and a higher return on the investment you made in your existing systems.

PeopleSoft Learning Management further enhances efficiency by automating learning-process fundamentals such as mass enrollments, notifications, group actions on activity and program rosters, and enhanced waitlist management. PeopleSoft Learning Management also offers business process integration with PeopleSoft Human Capital Management applications.

Enterprise-Class Learning Infrastructure

Much of the success of any enterprise application depends upon the ease and cost of implementation, maintenance, usability, and upgrades. PeopleSoft Learning Management is a standalone, internet-based LMS that provides a comprehensive integration framework that natively supports Simple Object Access Protocol (SOAP), Extensible Markup Language (XML), Web Services Description Language (WSDL), batch, and other standards. By leveraging Web services capabilities, organizations can integrate PeopleSoft Learning Management with any enterprise application.

PeopleSoft Learning Management features tools to ensure a low cost of ownership, including its performance monitor, upgrade wizards, and report scheduler/processor. In addition, the inherent scalability, robust security, broad platform support, and flexible configuration environment enable you to support complex business requirements at a low cost.

Mitigate Risk Through Compliance

PeopleSoft Learning Management helps you achieve and maintain regulatory compliance by automating the delivery of mission-critical learning—and by tracking the completion of certifications and the review of standard operating procedures. PeopleSoft Learning Management supports complex certification requirements, including nested programs, cascading expirations, eSignatures, and change management. Organizations can mitigate risk and increase compliance with corporate governance laws such as Sarbanes-Oxley by ensuring that their policies and procedures are disseminated and understood. The application can recommend required learning for your learning community, and third-party assessment tools can test comprehension of the materials.

Create and Measure Value

You can get a speedy return on your learning investment by containing costs and creating value. By moving learning programs online, you can reduce travel, facility, and technology costs.

When your employees develop their skills and knowledge, they can deploy your products and services more effectively—and provide better customer service. You can measure how your learning programs affect your bottom line, track results against the goals of your organization, and adjust programs to better address your business needs.

Deploy to a Global Workforce

A global economy calls for a global learning strategy. PeopleSoft Learning Management enhances your global learning programs with support for multiple currencies, languages, and time zones. Information is always tailored to the location of the learner. The global support center offers excellent customer service 24 hours a day, 7 days a week. Specialists in 22 countries focus on keeping your system running—and your people learning.

A Total Solution

With PeopleSoft Learning Management, you benefit from an end-to-end learning infrastructure comprising a network of leading learning solutions.

Learning Community Portal

A learning community portal is available that includes robust collaborative learning functionality. Using the portal, organizations can develop multiple learning communities where learners can gain and share knowledge in a collaborative environment. The community portal enables subject-matter-expert collaboration and identification, embedded learning, discussion threads, instant messaging, chat, and course, promotion.

Virtual Classroom

PeopleSoft learning solutions take advantage of the leading virtual classroom capabilities on the market. To provide customers with a high level of choice, we have developed an innovative integration process that enables customers to easily integrate their preferred virtual classroom technology.

Learning Content

PeopleSoft Learning Management integrates with content providers to offer desired functionality and content. We integrate with leading providers of content management, virtual classroom, authoring tools, testing and assessment, and content libraries, and provide a configurable content template component to upload files into your learning catalog.

Learning Services

We work with our learning partners to offer a wide range of learning services, including learning strategy, implementation, and content lifecycle management. This is to ensure that your learning infrastructure is a strategic advantage for your business, and achieves significant ROI.

Learning Analytics

Organizations around the world have been spending precious corporate funds to train and develop their workforces. For other organizations, revenue and customer success hinge on the ability to roll out effective training to their customers and channel partners. Until now, these organizations have not been able to measure and monitor the success of their learning spend. Today, it's more important than ever to be able to measure the quality and quantity of training—and to provide executives with impact reports on how training and development affect bottom-line results.

With PeopleSoft Learning Management, you have access to learning information along with the most commonly used reports to ensure complete visibility into the impact of learning and training efforts. Because of its prebuilt integration with other PeopleSoft Enterprise products and its open integration capabilities, PeopleSoft Learning Management can deliver complete, accurate views into the impact of learning and development on your entire organization.

PeopleSoft Learning Management

In today's competitive marketplace and ever-changing regulatory climate, companies need well-trained, high-performing human capital. PeopleSoft Learning Management will help keep your employees, customers, and partners fully trained and equipped with the knowledge and skills your organization needs to be successful. The fully integrated solution will analyze competency and performance gaps and proactively prescribe learning that will keep you ahead of the competition and ready to face the challenges of an evolving business environment.

CONTACT US

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



Oracle Corporation

Worldwide Headquarters

500 Oracle Parkway
Redwood Shores, CA
94065
U.S.A.

Worldwide Inquiries

Phone

+1.650.506.7000

+1.800.ORACLE1

Fax

+1.650.506.7200

oracle.com

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