

# INFORMATION MATTERS

PeopleSoft Enterprise Workforce Performance Solutions



## **INFORMATION MATTERS**

Every organization wants to retain customers and cut costs, but achieving these goals is impossible without a high-performing workforce.

Today's leading organizations realize that the success of every corporate strategy depends on the workforce. They recognize that employees are valuable assets that they can develop and maximize. They understand the importance of aligning people with current and future company goals. But they often lack a complete solution for managing the entire workforce development process.

Oracle's PeopleSoft Enterprise Workforce Performance Solutions support every stage of workforce development. We give management the tools needed to identify workforce performance-related business challenges. At the same time, employees get the plans, tools, and incentives to succeed—and management gets the metrics needed to track program success. From analyzing needs to planning goals to measuring the performance of your global workforce, Workforce Performance Solutions provide robust functionality with the convenience, cost savings, and ROI that you need.

## Understand Your Workforce to Improve Current Value and Future Success

Until now, it was difficult to put together a measurable, streamlined process to translate business plans into employee goal setting, performance evaluation, development, rewards, and reporting. Our Workforce Performance Solutions take workforce development to a new level by enabling you to manage performance, learning, competencies, and pay, as well as helping you plan business strategies, careers, and successions.

You no longer have to choose between the rich functionality of a niche vendor and the integration of a large vendor. Our Workforce Performance Solutions offer end-to-end functionality for managing performance and learning. But it goes one step further by delivering out-of-the-box business process integration, superior technology, and the ability to store and share all employee data in a single system.

The PeopleSoft Enterprise Workforce Performance Solutions enable your organization to:

- Execute performance, learning, and development initiatives at a lower cost.
- Use a single, global solution to meet all your workforce development needs.
- Gain visibility into all stakeholders involved in workforce development.
- Ensure compliance by using proper competency tracking, performance management, and development tools.
- Increase employee and manager adoption and accountability.

Our Workforce Performance Solutions streamline and optimize key business processes:

- Assess workforce capabilities.
- Plan workforce growth and development.
- Assess workforce performance.
- Develop workforce skills.
- Measure the impact of performance and learning on your organization.

### Assess Workforce Capabilities

When you assess the current capabilities of your employees by using tools such as Oracle's PeopleSoft Enterprise ePerformance and eDevelopment, you get a clearer picture of your workforce. Once you understand the skills and competencies of your workforce, you can define and model scenarios to help you meet your business objectives. You can then analyze the gap that exists between today's workforce and your ideal workforce of the future.

Today's leading organizations recognize that employees are valuable assets that they can develop and maximize.

“In today’s highly competitive environment, companies are working harder than ever to improve the performance of their workforce. PeopleSoft’s workforce performance product set is a unique and powerful way to drive workforce performance improvements with real results.”

Josh Bersin, Bersin & Associates

### **Plan Workforce Growth and Development**

Once you have a clear picture of your current workforce, you can develop accurate and effective plans for workforce growth and development. By using Oracle’s PeopleSoft Enterprise ePerformance and Learning Management solutions, you can build programs that support your workforce goals and objectives. As a part of the planning process, you identify and develop the appropriate learning and performance content to support all levels of goals and the learning that supports their attainment. You can also plan effective ways to compensate employees for their newly identified and developed skills and competencies.

### **Assess Workforce Performance**

Continual assessment is key to getting the greatest return on your workforce development spend. You must constantly ensure that your performance and learning goals are aligned with your organizational objectives. The PeopleSoft Enterprise Workforce Performance Solutions give you the tools to review and assess workforce performance in real time—not just at the end of the quarter.

### **Develop Workforce Skills**

For many organizations, learning is an endless expense. They continue to waste money on unnecessary travel and duplicate training programs without measuring the return on their investment. With PeopleSoft Enterprise Learning Management, your organization can design individual training programs, deliver them on a just-in-time basis, test and evaluate their impact—and see an immediate increase in business performance.

### **Measure the Impact of Performance and Learning**

To determine the ROI of your workforce development programs, your organization must tie the total cost of training and development to the increase in employee effectiveness. The PeopleSoft Enterprise Workforce Performance Solutions enable you to gather the pre- and post-training metrics you need to create a scorecard that proves the value of your organizational development programs.

From collecting data to making recommendations based on these measurements, your efforts to quantify the impact of your initiatives are supported. Oracle's PeopleSoft Enterprise Workforce Performance Solutions enable you to assess workforce capabilities, plan for growth and development, assess performance on a continual basis, develop effective learning programs, and measure results within a single system. A single-vendor system lowers the costs associated with sharing data, integrating disparate systems, and maintaining multiple toolsets. The end-to-end business process approach enables an actionable workforce performance practice that drives enterprise success.



**ORACLE®**

Oracle Corporation

***World Headquarters***

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

**Worldwide Inquiries**

Phone  
+1.650.506.7000

Fax  
+1.650.506.7200

[oracle.com](http://oracle.com)

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