

# INFORMATION IN REAL TIME

PeopleSoft Enterprise for Staffing



## **INFORMATION IN REAL TIME**

Consolidation. Competition. Global expansion. The staffing industry is changing, and so is your company. You're becoming a strategic partner to clients, staffing their global operations and delivering a host of value-added services. Yet you operate in an industry where manual processes and legacy systems are still the norm, preventing you from capitalizing on growth opportunities.

What if you had a single system for managing clients, applicants, and job orders, allowing you to drive out operational inefficiencies? And what if you could automate your pay-to-bill process to reduce your days sales outstanding (DSO)? Stop wondering and start executing with Oracle's PeopleSoft Enterprise for Staffing, an end-to-end solution designed specifically for the staffing industry.

# An End-to-End Solution for Maximizing Profitability

You know just how competitive the staffing industry is today. High-caliber talent is scarce, contractors want more flexibility, and clients increasingly demand single-source vendors able to staff global operations and deliver value-added services like contingency recruiting, retained search, outplacement, and contract project staffing. To succeed in this competitive environment, you need to continue delivering high-quality service and demonstrating value to your clients while reducing costs and maximizing profitability. This means changing the way you currently do business by reengineering cumbersome systems, automating business processes, and integrating front- and back-office activities.

PeopleSoft Enterprise for Staffing helps you reach this new level of success, seamlessly managing your entire business—front to back. By combining industry best practices, automated processes, global functionality, and internet capability, PeopleSoft Enterprise for Staffing enables you to drive efficiencies, leverage client relationships, and capitalize on worldwide growth opportunities. And that's key to your profitability.

## Industry Commitment

PeopleSoft Enterprise for Staffing was designed specifically for you—the staffing industry. It incorporates industry best practices developed in conjunction with staffing experts, and leverages PeopleSoft Enterprise strengths in managing human capital, customer relationships, and financial operations to deliver a solution that will empower you to grow your business and maximize profitability.

## Streamlined Processes

Like many staffing companies, you may still be using Excel spreadsheets and even handwritten notes to manage central processes like recruiting, prospecting, matching applicants to orders, and billing. In an industry that relies on speed to find top talent and fill job orders, using manual processes like these puts you at risk for losing clients to the competition.

PeopleSoft Enterprise for Staffing automates the time-consuming aspects of client, applicant, and order management so your employees can focus on filling more job orders and better serving your clients. It also streamlines the pay-to-bill process, improving efficiency and reducing errors so that you can decrease DSO and increase cash flow. As a result, your employees are empowered to work more efficiently and effectively to grow the business.

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## PeopleSoft Enterprise for Staffing

PeopleSoft Enterprise for Staffing was designed specifically for you—the staffing industry.

**“We selected PeopleSoft because of the unprecedented time and energy they have focused on our industry. PeopleSoft’s industry-specific functionality, robust toolset, and integration between the front and back office will provide us with a strong foundation to execute on our plans for expansion.”**

**Joe Peterson, M.D.**, President and CEO, On Assignment, Inc.

### Front to Back Integration

Disparate systems create multiple versions of information that impede your ability to manage your business. Decentralized information prevents your employees from having real-time visibility into available resources, open orders, and client requests. And it prevents you from having real-time insight into your pipeline, cash flow, and business trends.

PeopleSoft Enterprise for Staffing completely integrates your front- and back-office systems to provide a consistent, centralized data source for clients, applicants, orders, projects, and billing information. Your employees can easily view and share the same data directly from a Web browser. By connecting employees throughout your organization to a single source of information, you can dramatically increase efficiencies, reduce errors, and eliminate redundancy.

### Scalable Architecture

Large clients are increasingly looking to staffing vendors like you to manage all their staffing and human resource services needs to achieve greater efficiencies, cost savings, and quality of service. Because growth today in the staffing industry is being driven by new business models like single-source partnering and vendor-on-premise contracts, you must be equipped to provide your clients with consistent, high-quality service across states, countries, and continents.

Whether you have international expansion plans or just need to support your multinational clients, Oracle’s PeopleSoft Enterprise for Staffing takes you global. It handles multiple currencies, multiple languages, global payroll and billing functions, and local employment laws, so you can execute on your international staffing objectives effortlessly. And it can scale to support your operations around the world, with employees requiring only a simple Web browser to access the information they need.

## Staffing's Call to Action: Efficiency, Scalability, Value

PeopleSoft Enterprise for Staffing takes you global—it handles multiple currencies, multiple languages, global payroll and billing functions, and local employment laws.

Burning Issues	Imperatives	PeopleSoft Enterprise Solution
Maintain competitive edge.	<ul style="list-style-type: none"> <li>• Dramatically increase efficiency and speed of business; close more job orders faster.</li> <li>• Offer high-touch services at a lower cost.</li> </ul>	<ul style="list-style-type: none"> <li>• Automated functionality that streamlines business processes.</li> <li>• Internet capability that can be extended to clients.</li> </ul>
Grow and expand.	<ul style="list-style-type: none"> <li>• Gain real-time visibility into your entire business.</li> <li>• Build an infrastructure that can grow with you.</li> </ul>	<ul style="list-style-type: none"> <li>• Single, centralized data source available across the organization.</li> <li>• Flexible architecture; robust functionality.</li> <li>• Integration between front and back offices.</li> </ul>
Become a strategic partner for clients.	<ul style="list-style-type: none"> <li>• Offer value-added services, such as human resources consulting and automated vendor management.</li> <li>• Support volume contracts—worldwide.</li> </ul>	<ul style="list-style-type: none"> <li>• Integration with other PeopleSoft Enterprise solutions such as HCM and Services Procurement.</li> <li>• Scalable architecture; global functionality.</li> </ul>



# 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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