

ORACLE BUSINESS ACCELERATOR FOR JD EDWARDS ENTERPRISEONE: HUMAN CAPITAL MANAGEMENT

ORACLE

JD EDWARDS ENTERPRISEONE

PRODUCT HIGHLIGHTS

- Accelerate time-to-value of popular ERP modules using implementation tools built for JD Edwards EnterpriseOne
- Implementation tools include wizards, configuration components, and other assets
- Services and training from Oracle partners and Oracle Consulting Services
- Streamline and leverage key human capital management activities for broad business processes
- Collect employee time entry with standard pay types
- Generate required overtime cards and related materials
- Update the general ledger with payroll entries
- Process payrolls with schedules, reports, check printing, automatic bank deposits and tax payment vouchers
- Support key HR roles of recruiter, generalist and payroll
- Multi-language and multi-currency support
- Add any other JD Edwards EnterpriseOne module when business needs change
- An add-on Oracle Business Accelerator that works with Oracle Business Accelerators for JD Edwards EnterpriseOne solutions for Financials, Manufacturing and Distribution

The Issue: Inadequate Resources for Meeting Business Challenges

All growing businesses face the same challenges as larger organizations—escalating market volatility, the pressure to perform, and increasingly complex government regulations. In many cases they have fewer resources than their larger competitors and are faced with inadequate systems that are not able to meet these challenges. Businesses need financial and human capital management solutions that are robust yet flexible to meet the needs of growth in a cost effective and easy to maintain environment that can scale up with company expansion and diversification.

The reality is that there are many aspects of human resources, time entry and payroll that are common to all companies regardless of size. You do not want to spend your money reinventing this wheel. You want a business software solution that leverages years of experience from thousands of companies built with industry best practices and ready-to-go implementation strategies that quickly get you up and running.

The Solution: Oracle Business Accelerator for JD Edwards EnterpriseOne: HCM for Fast Time-to-Value

Oracle Business Accelerator for JD Edwards EnterpriseOne: HCM incorporates key components of JD Edwards EnterpriseOne Human Capital Management modules into a solution that helps businesses streamline core financial operations. This package of implementation tools, with wizards and configuration components, service offerings and hardware recommendations, is designed for companies to easily select and implement a financial management system built with full-scale ERP solutions that maximize employee productivity in a minimum amount of time.

Manage People With Integrated Human Capital Management

An array of HCM capabilities that include core recruiting, employee management, and compliance reporting. Along with the basics of HR and payroll, the solution provides extensive tools beyond recording keeping and compliance supporting:

- Recruiting, hiring and day-to-day management and payment of employees
- ERP processes including pay-to-bill cycles, monitoring of labor hours spent using heavy equipment, and time/labor entries updated for manufacturing

Oracle Business Accelerators - Questionnaire-Driven Software Configuration with Hardware and Services

Like all Oracle Business Accelerators for JD Edwards EnterpriseOne solutions, HCM has:

- A foundation of configured JD Edwards EnterpriseOne software that includes defined business processes and user roles, along with technical setup and installation support.
- Module specific questions as part of the wizard to address your requirements when the Business Accelerator builds the initial environment.

- Pre-engineered hardware configurations
- A complete bundle of open-standards infrastructure software that includes a web application server, portal, database, and security and technology tools
- Services from Oracle partners or Oracle Consulting Services to speed implementation and address your system needs
- On-site training provided by Oracle partners and Oracle Consulting Services to effectively get users up to speed and productive quickly

Speeding Implementation for Rapid Time-to-Value

Since Oracle Business Accelerators for JD Edwards EnterpriseOne: HCM includes many leading practice, configured components your implementation time is faster, even when environment and technical setup specific to your hardware and database choice is considered. This implementation tool, combined with accelerated installation and implementation services, means your solution is up and running in weeks, not months.

Yet, even though Oracle Business Accelerator for JD Edwards EnterpriseOne: HCM includes defined business processes refined by the requirements you specify in the wizard, you can further adapt the solution to support your specific way of doing business. Oracle's partners provide implementation consulting that focuses resources on those critical processes that are unique to your organization. The result is an implementation process that meets your specific needs and accelerates time-to-value.

Like all Oracle Business Accelerators for JD Edwards EnterpriseOne, HCM includes on-site training from partners or Oracle Consulting Services that matches your implementation because the ultimate value comes from using the software effectively and efficiently. In doing so, it minimizes the time your users spend away from their jobs. They learn the skills needed on a timely basis, which improves knowledge retention and performance and allows you to realize a quicker return on your investment.

Scaling Your Investment to Meet Changing Business Needs

Oracle Business Accelerators for JD Edwards EnterpriseOne solutions provide you with the ideal foundation for your enterprise systems. The included applications are the same full-scale products that are available outside of Oracle Business Accelerators for JD Edwards EnterpriseOne bundles and are not slimmed-down versions of our other offerings. These solutions can be deployed with all other JD Edwards EnterpriseOne applications. With this solution you are not constrained by technology; instead, you build from a platform that scales with your growth.

Human Resource Features to Support Your Business Everyday

- **Time and Labor Management:** Collect employees time entry (for time worked and for leave events) using standard pay types, automating the process of determining and automatically generating any required overtime with established accounting instructions and rules for labor and burden associated to the standard pay types, directing payroll data to update the general ledger with payroll entries.
- **Payroll Processing:** Leverage sample payroll cycle schedules, generate standard reports, print checks and auto deposit advises, create vouchers for deductions and taxes.

- **Three Distinct Human Resource Roles:** The menu supports typical payroll, human resources generalist and recruiter roles. These are easy to configure to accommodate your specific processes and work assignments.

Feature/Function Highlights

- Time and labor management
- Payroll management
- Requisitions to manage staffing tasks
- Create automatic employee records for applicants hired
- Capture, maintain employee HR data
- Enroll employees into benefits programs
- Manage employees through their complete employment lifecycle
- Accelerated implementation services
- Pre-engineered hardware configurations
- Flexible installation processes
- Multi-language support
- Pre-integrated tools and technology

Country Support

Oracle Business Accelerators of JD Edwards EnterpriseOne: HCM is supported for the following countries and territory:

- Canada
- United States
- Puerto Rico

JD Edwards EnterpriseOne also offers these specific HCM country modules:

- Australia Payroll
- New Zealand Payroll
- Canada HCM Foundation
- United States Payroll

Solution Integration

With Oracle Business Accelerator for JD Edwards EnterpriseOne: HCM, you typically purchase one of these Oracle Business Accelerators for JD Edwards EnterpriseOne:

- Manufacturing
- Distribution
- Financials

You can also purchase and implement any JD Edwards EnterpriseOne module.

Complimentary product families include:

- Supply Chain Planning
- Supply Chain Execution
- Supply Management
- Manufacturing
- Financial Management
- Human Capital Management
- Customer Relationship Management
- Capital Asset Management

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