

PEOPLESOFT WORKFORCE SCORECARD



Align your workforce with strategic objectives.

Increase the effectiveness of your HR initiatives.

Leverage your workforce as a competitive advantage.

In today's competitive business environment, effectively managing the workforce has become a mission-critical objective. Organizations must be able to assess the impact of the workforce on their current operations and determine what changes are needed to meet future business objectives. The ability to quickly assess current and historical performance is crucial to meeting organizational goals.

Oracle's PeopleSoft Workforce Scorecard provides the strategy management and performance tracking needed to measure the effectiveness of HR initiatives.

PeopleSoft Workforce Scorecard helps you evaluate and communicate company performance, staffing, turnover, HR readiness, compensation, and competencies.

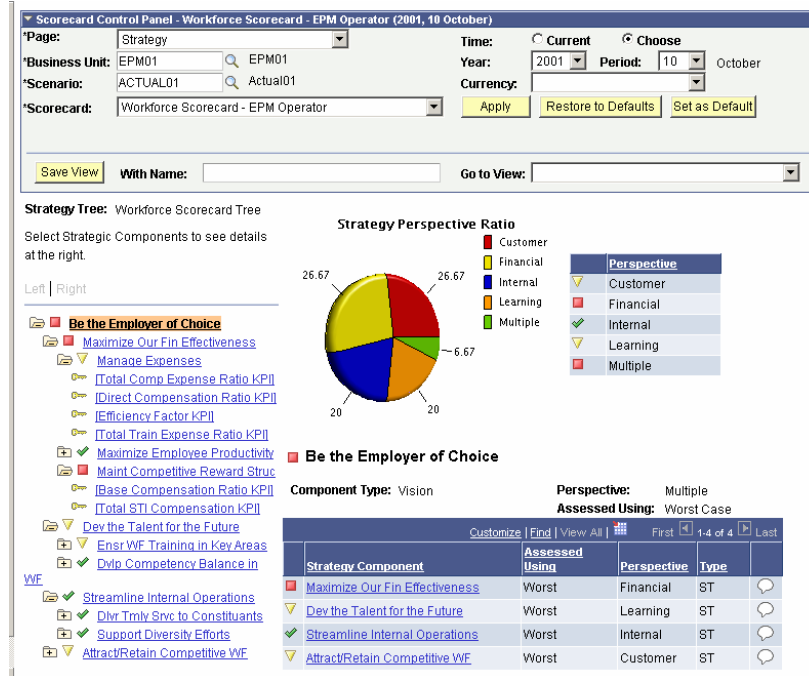
PeopleSoft Workforce Scorecard enables your HR organization to:

- Understand the impact your workforce has on your fiscal performance.
- Demonstrate the value of your human capital practices to internal and external stakeholders.
- Understand the cause-and-effect relationship between HR strategies and other measures.
- Quantify how you're using your resources and how close you are to meeting your objectives.
- Produce executive and middle-management snapshots of HR activities.

Strategic Performance Measurement

PeopleSoft Workforce Scorecard enables you to easily communicate your HR strategy, prioritize initiatives, determine key performance indicators (KPIs), and continuously monitor performance against your organization's goals. Defined tolerance ranges for selected KPIs will trigger notifications and help identify problem areas if actual results move out of the acceptable range. Equipped with this information, you can quickly adjust your tactics and pull the organization back into alignment with your strategic objectives.

- Improve your time-to-value by leveraging a comprehensive set of predefined, best-practice KPIs based on data from Oracle's PeopleSoft Performance Management Warehouse and other data sources.
- Provide quick and simplified views of your organization's strategic objectives and associated measures, including history, trends, targets, assessment rules, cause-and-effect relationships, free-form comments, and several other analytical and graphical viewing options.
- Easily navigate between PeopleSoft Workforce Scorecard and Oracle's PeopleSoft Human Capital Management (HCM) Warehouse for detailed analysis.



PeopleSoft Workforce Scorecard

Align HR activities and resources with your organization’s strategic vision and goals.

Enterprisewide Performance Measurement

With performance management and scorecard methodologies growing in popularity, organizations are asking for scorecards that can be used by everyone in the organization, not just senior-level management. PeopleSoft Workforce Scorecard makes it easy to distribute individual scorecards to everyone in the enterprise, so that all the users in the organization can see how they are personally contributing to the overall success of the company. It leverages the PeopleSoft Performance Management Warehouse foundation tools to ensure a secure, integrated, and scalable infrastructure for deploying scorecards to a large audience.

- Clearly articulate and communicate strategic objectives with strategy maps.
- Drive accountability through your organization by using hierarchical KPIs and user-defined targets to cascade and communicate objectives.
- Ensure a consistent view of performance measures by leveraging and sharing the rich content of the PeopleSoft Performance Management Warehouse.

Personalized Performance Measurement

You may like to view performance in a pie chart, whereas your counterpart in another department prefers a grid. PeopleSoft Workforce Scorecard provides a friendly way to view and organize KPIs to suit each individual’s needs. Two companion features, KPI Dashboards and the Dashlet Wizard, allow non-technical users to select from a rich library of fully customizable chart types and organize them into a dashboard. As a result, employees can view the KPIs that matter to them, in a way that makes the most sense.

- Enable non-technical users to create a dashboard of metrics that matter to them using a simple, three-step wizard.
- Share dashlets with other users through the PeopleSoft portal or with any other Web Services for Remote Portlets (WSRP)-compliant portal vendor.

Human Capital Management Metrics and KPIs

PeopleSoft Workforce Scorecard incorporates the leading-edge strategy management techniques espoused by Dr. Robert Kaplan and Dr. David Norton to provide an effective, automated mechanism for managing and measuring HR performance. PeopleSoft Workforce Scorecard provides the following metrics and KPIs to deliver the information you need in order to identify opportunities for improved organizational effectiveness.

- Age Composition Ratios
- Base Compensation Ratio
- Benefits Compensation Ratio
- Cash Compensation Ratio
- Compa-Ratio
- Competency Inventory Profile
- Direct Compensation Ratio
- Employee Compensation Factor
- Employee Lost Time Factor
- Ethnicity Composition Ratios
- Expense Factor
- Gap to Market Variance
- Gender Composition Ratios
- HR Expenses Ratio
- HR FTE Ratio
- HR Headcount Investment Factor
- Income Factor
- Revenue Factor
- Separation by High Performers
- Service Factor
- STI Compensation Ratio
- Time to Fill Factor
- Total Accession Ratio
- Total Compensation Expenses Ratio
- Total Compensation Revenue Ratio
- Total Separation Ratio
- Training Cost Factor
- Training Cost Ratio
- Training Inventory Profile
- Voluntary Separation Ratio
- Workers' Compensation Expenses Ratio

About PeopleSoft Enterprise Performance Management

PeopleSoft Workforce Scorecard is part of Oracle's PeopleSoft Enterprise Performance Management (EPM) suite, an integrated suite of analytic applications that enables organizations to drive performance by aligning the right information and resources with strategic objectives. PeopleSoft EPM helps managers formulate strategies for profitable growth, align strategies with operational plans, actively monitor day-to-day operations, and collaborate across the enterprise.

Copyright 2005 Oracle. All Rights Reserved.

This document is provided for information purposes only, and the contents hereof are subject to change without notice. This document is not warranted to be error-free, nor is it subject to any other warranties or conditions, whether expressed orally or implied in law, including implied warranties and conditions of merchantability or fitness for a particular purpose. We specifically disclaim any liability with respect to this document, and no contractual obligations are formed either directly or indirectly by this document. This document may not be reproduced or transmitted in any form or by any means, electronic or mechanical, for any purpose, without our prior written permission.

Oracle, JD Edwards, and PeopleSoft are registered trademarks of Oracle Corporation and/or its affiliates. Other names may be trademarks of their respective owners.