

HUMAN RESOURCES



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- Competently manage a dynamic workforce.
- Cut costs.
- Increase effectiveness of workforce-related business processes.

Created by industry veterans, Oracle's PeopleSoft Enterprise Human Resources applications combine advanced technology with common sense business savvy. With HRMS, you can become the strategic leader in your organization while realizing a substantial return on your investment.

Be a Strategic Player

Being strategic includes proactive HR management. From managing talent to paying your employees, Human Resources streamlines administrative tasks and enables you to focus on strategic business initiatives.

Our applications are built on the belief that every organization must be agile to compete. On a day-to-day basis this means delivering unanticipated reports or adding new benefit plans on the fly. Agility also means quickly evaluating and restructuring the organization and its business processes in times of change.

Human Resources' business process approach, tight integration, and excellent service-delivery options enable HR departments to effectively manage and not simply administer the workforce. Built with advanced technologies—integration, workflow, and online analytical processing—our Human Resources applications help relieve your staff's administrative burden.

A Global Solution

We deliver a truly global human resources solution that meets the needs of all organizations, whether they operate in one country or many countries. Exceptional international language and multi-currency capabilities, including Unicode support and complete coverage for national regulations and reporting, provide a comprehensive and collective view of your worldwide operations.

Execute with Competence

A highly evolved product, Human Resources is built on state-of-the-art technologies. Human Resources includes the following functionality-rich modules:

- Global Workforce Management
- Smart Hire (Template-based Hire)
- Profile Management
- Training Administration
- Career and Succession Planning
- Group Build

- Salary Planning
- Variable Compensation
- Total Compensation
- Company Car/Property
- Track Absences
- Global Assignment Tracking
- Labor Relations Management
- Regulatory Requirements
- Health and Safety
- Base Benefits

Effective Workforce Management Offering

Human Resources' flexible architecture and innovative functionality help to effectively manage your entire workforce, including contractors and consultants, and all of its organizational, administrative, and regulatory requirements, including flexible organizational structures, position management (manage by positions or by employee), masterful workforce administration and records management, and comprehensive reporting and analysis.

Smart Hire (Template-based Hire)

Every organization has unique on boarding processes and requires systems that can provide the flexibility to support their needs. Hiring practices often differ by jobs, geographies, worker types, industries and so forth. PeopleSoft Enterprise Human Resources Smart Hire feature offers a configurable option that can help reduce the time to hire, leading to improved productivity. With user-defined templates, managers and administrators responsible for completing the hiring process can complete the necessary data entry more quickly and accurately.

A template administrator can configure templates according to his or her organization's practices. Templates can be configured for specific jobs, users, countries, locations, worker types or industries, then pre-populated with data that is consistent for all hires in that segment, such as job code or location. The person performing data entry needs only to enter variable data unique to a specific worker, such as name, address, and national ID.

Once the template is activated, your HR users and managers will ultimately be able to view a page layout similar to the one illustrated below:

Template-Based Hire	
Enter Hire Details	
Name:	Kristen Lee
The following information is required before hiring, rehiring, adding, or renewing a Person.	
Hire Details	
Template:	KUEMP_ADMIN_ITDEPT - USA HR user hires EMP into IT dept
*EmpID:	<input type="text" value="NEW"/>
*Job Effective Date:	<input type="text" value="08/17/2006"/> <input type="button" value="BT"/>
*Action:	<input type="text" value="Hire"/>
*Reason Code:	<input type="text" value="New Position"/>
Name Format:	English
Address Format:	United States
*Required Fields	
<input type="button" value="Next"/>	<input type="button" value="Cancel"/>

Hire Details page

Profile Management

Today, highly successful organizations deploy an end-to-end talent management strategy to better attract, retain, and engage people. This requires that everyone who interacts with talent—from recruiters and line managers to compensation analysts and the Chief Learning Officer—have a common understanding of talent management components.

Oracle delivers a best-in-class architecture for defining the attributes that are required for success in a job or organization and tracking the achievements and proficiencies of a company's talent pool. This data provides greater insight into talent planning and facilitates more effective management of existing talent, which can help increase retention and improve morale.

A flexible, generic content catalog allows you to define the qualitative attributes related to jobs, organizations, and person profiles within your organization. Profiles are a collection of selected items from the content catalog, such as competencies, skills, certifications, accomplishments, and so on, that describe the desirable attributes of a job or organizational entity, or the actual attributes of a person.

Once you've created model profiles for jobs or other organizational entities, and person profiles to reflect the capabilities represented in your talent pool, you can conduct targeted analysis using a powerful set of search and compare tools. For instance you can:

- Compare the person profiles of two internal candidates being considered for promotion to the same job.
- Search internally for the best fit for an open position.
- Assess your organization's overall talent pool to determine where you have skill gaps.

Through eProfile's self-service capability, employees can compare their current

capabilities to a job profile to gain a better understanding of the development activities needed to prepare themselves to advance in their career. Through integration with Talent Acquisition Manager, you can build job requisitions based on defined job profile data. Plus, Profile Manager is fully integrated with ePerformance, providing an easy way to load job related content into an employee's performance document.

Comprehensive Employee Development Solution

HR provides many vehicles to plan and develop today's and tomorrow's workforce:

- Profile Management helps track and evaluate employee competencies and accomplishments, identify development needs, and ultimately create job requisitions, career plans, and training plans.
- Training Budgeting and Administration functionality helps you execute your training program while budgeting and tracking training expenses.
- Career and Succession Planning modules help you develop career plans and identify candidates for succession into key positions.

Total Reward Approach

Our comprehensive system design gives you sophisticated capabilities for managing one of your organization's largest cost categories—workforce rewards. Design your compensation system with the flexibility to include multiple pay components, variable compensation, and benefits. Modules include Total Compensation, Salary Planning, Variable Compensation, and Base Benefits.

Compensation History

You can easily view employee compensation history, including change amounts, compensation grade, ratio, and range.

Education and Government Support

For our education and government customers, Oracle's PeopleSoft Enterprise Human Resources includes functionality that addresses their unique business requirements, including commitment accounting, flexible service tracking, and faculty event tracking.

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