

JD EDWARDS WORLD HUMAN RESOURCES MANAGEMENT



*Drive performance
where it counts.*

*Streamline
administrative tasks.*

*Improve regulatory
compliance.*

The Issue: Managing Critical Human Resources Activities While Staying Focused on Your Core Business

Many organizations are faced with declining budgets and aggressive growth targets. To meet these challenges, they need to achieve the highest level of performance from their workforce. They look to their human resources (HR) departments for workforce planning, information management, and employee development aimed at raising the overall level of workforce skills and commitment.

Yet HR is often overwhelmed by government mandates and paper-intensive administrative work such as address changes, benefits enrollment, approval routing, and manager reports. Although these maintenance tasks are important, they leave little time for HR professionals to be proactive and strategic in their mission to develop a productive and reliable workforce. And, as the importance of having knowledge-able, committed workers grows, HR departments must find ways to effectively address the alignment of employee recruitment, salary and benefits, and compensation management with the current and future needs of the organization.

The Solution: Strategic Human Resources Management

Oracle's JD Edwards World Human Resources Management is a comprehensive solution for managing your employee lifecycle. It is designed to automate many of the administrative tasks that now occupy your time, allowing you to focus on the strategic direction of your department and organization. The system is easy to maintain and is integrated with other JD Edwards World applications to provide data consistency and accuracy across your enterprise.

Impact Your Organization's Bottom Line

By streamlining and automating everyday administrative tasks, Human Resources Management allows you to focus on strategic activities such as recruiting the right people.

An integrated recruitment process streamlines the position control applicant tracking, and hiring process. The time it takes to gather and process employment information is reduced— allowing managers more time to interview and hire the right candidates.

With Human Resources Management, you always have a current database of applicant and employee skill sets. You can also use this data-base to find the right people with the right skills for the right positions.

This solution also makes it easy for you to assess your new employees to ensure that you are attracting the best candidates. You can track criteria such as:

- Where you are getting your employees.

- How long they stay.
- Whether they have the right qualifications.
- How much it costs to recruit and replace employees.

Control Costs

Human Resources Management helps you keep on top of headcount spending. It facilitates collaboration between your HR and accounting departments so that you are better able to plan, forecast, monitor, and control budgets for new hires. The system tracks approved positions and headcount by company and department and automatically updates this information to reflect any changes in employees' status.

With this solution, you no longer have to worry about managers hiring employees without the budget to do so. They are easily able to verify that an open position is budgeted for before submitting a new hire requisition.

Improve Decision Support

Our solution offers flexible reporting tools that allow you to cut through the reams of data entered about your employees to give you a complete picture of issues and trends. The software makes it easy for you to create ad hoc reports, summarize data, or report detail.

With Human Resources Management, you have access to actionable information that helps you find and correct negative trends before they become costly, long-range problems. At the same time, positive information can help you direct procedure and process improvements.

Feature/Function Highlights

- Applicant tracking
- Requisitions
- Position control
- Benefits administration
- Job information
- History/turnover analysis
- Compensation management
- Government reporting
- Health and safety
- Pay grade/step administration
- Reporting tools
- Legislative compliance

Solution Integration

- Payroll Processing
- Time and Labor

- Self Service for Employees
- Financial Management

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