

PEOPLESOFT ENTERPRISE eDEVELOPMENT



EDEVELOPMENT

- Gauge your human assets at a glance
- Engage your workforce to strengthen your competitive advantage
- Monitor and stimulate employee performance and growth

You can increase morale and retention if you give your employees the opportunity to grow in their current roles or to gain the skills and qualifications they need to advance up the ladder. But nurturing the growth of your employees requires more than just web-enabled self-service tools that sign them up for training. You need to give your employees collaborative tools that guide them through the steps to professional success, allowing them to become fully engaged in managing their career and help drive your organization to higher levels of success.

Develop Your Workforce

Oracle's PeopleSoft Enterprise eDevelopment supports the personal and professional development of your employees. Leveraging the new Profile Management functionality, employees now have a single place to identify and track their career aspirations and accomplishments. Employees can also search for jobs that match well to their own skills and qualifications or identify and compare various positions of interest to them. Based on these comparisons, employees can determine their desired career steps, incorporating relevant development goals and targeted learning into their plans. eDevelopment helps you streamline learning management and delivery, manage skills and competencies, and plan careers and successions. And with its global architecture, it supports multiple currencies and languages as it helps meet the learning and development needs of organizations around the world.

Instantly Track Skills, Competencies and Accomplishments

eDevelopment provides an intuitive, simple interface for employees to maintain profiles, keeping information about their skills, competencies, and accomplishments up-to-date. Employers have instant access to this information anywhere or anytime. You can easily assess your organization's current capabilities and source the skills you need for special projects and key roles.

Self-Service Highlights

eDevelopment delivers collaborative self-service functionality for employees, managers, faculty, and staff:

- **Person Profiles.** Your employees can create, review, or modify their profile to reflect their proficiencies and achievements. Person profiles are configured based on criteria you establish for your organization and can include data such as competencies, responsibilities, education, language skills or any other type of content you define.

[New Window](#) [Customize Page](#) [http](#)

My Current Profile

[Betty Locherty](#)

Your profile displays skills, competencies, and accomplishments. Review content detail by navigating through the individual tabs and selecting the item description link. Content that can be updated includes an Add link below each section and an Edit and Delete button next to each item. You must use the Save button to save any profile changes. Additionally, the Submit button must be selected for any content changes requiring approval.

*Description:

Profile Actions:

[Competencies](#) [Responsibilities](#) [Qualifications](#) [Education](#) [NVQ](#)
[Projects](#) [Worn Rank](#) [Mobility](#)

Add new competencies in the grid below. Edit competencies by selecting the edit button.

Competencies (Requires Approval)						
Competency	Evaluation Type	Reviewer ID	Proficiency	View History	Edit	Delete
Abstract thinking	Self		3-Good			
Takes initiative & follows up	Self		4-Very Good			
Resource Planning	Self		4-Very Good			
Provides Direction	Self	Betty Locherty	3-Good			
Managerial Efficiency	Self	Betty Locherty	4-Very Good			
Develop & implement solutions	Self	Betty Locherty	3-Good			
Financial Analysis	Self	Betty Locherty	4-Very Good			
Financial Planning	Self	Betty Locherty	3-Good			
Forecasting	Self	Betty Locherty	2-Fair			

[Add New Competencies](#)

[Competencies](#) [Responsibilities](#) [Qualifications](#) [Education](#) [NVQ](#)
[Projects](#) [Worn Rank](#) [Mobility](#)

[Return to Previous Page](#)

My Profile - Employees can view and manage their profile online

- **Approvals.** Profiles can be configured to require manager approval when updated. Employees can view the approval status of submitted profile changes and see a history of profile approvals.
- **Interest Lists.** Employees and managers can create and maintain online interest lists, identifying jobs that are of interest to the employee.
- **Profile Search and Compare.** Employees and managers can easily search and compare job profiles – either those related to their current jobs or other job profiles in the organization. An online graphical comparison of the profiles provides a clear understanding of how well a person’s competencies and

accomplishments match the requirements of the job they've selected for comparison.

Compare Results

*View Section:

Search Criteria	Consultant-Sr: 26%	Consultant-Sr: 26%	General Analyst: 23%
Competencies	Competencies	Competencies	Competencies
<i>Ability to prioritize tasks :</i>	0%	0%	0%
Target Proficiency: 3-Good	--	--	--
Critical: Yes	--	--	--
<i>Organize people and goal tasks :</i>	0%	0%	0%
Target Proficiency: 3-Good	--	--	--
Critical: Yes	--	--	--
<i>Resource Planning :</i>	99%	99%	0%
Target Proficiency: 3-Good	5-Expert	5-Expert	--
Critical: Yes	Yes	Yes	--
<i>Persuasive :</i>	95%	95%	0%
Target Proficiency: 3-Good	4-Very Good	4-Very Good	--
Critical: No	No	No	--
<i>Strategically influences :</i>	0%	0%	0%
Target Proficiency: 3-Good	--	--	--
Critical: No	--	--	--
<i>Influences :</i>	0%	0%	0%
Target Proficiency: 3-Good	--	--	--
Critical: No	--	--	--
Degrees	Degrees	Degrees	Degrees
<i>Bachelor of Arts :</i>	0%	0%	50%
Country: United States	--	--	--
Honors and Awards	Honors and Awards	Honors and Awards	Honors and Awards
<i>Outstanding Contributor Award :</i>	0%	0%	0%
Language Skills	Language Skills	Language Skills	Language Skills
<i>English :</i>	100%	100%	100%
<i>Spanish :</i>	0%	0%	100%
Memberships	Memberships	Memberships	Memberships
<i>Association Intl Toastmasters :</i>	0%	0%	0%

Profile Search and Compare. Employees can view a graphical comparison of their current capabilities to other jobs or roles in the organization.

- **Training summary.** Employees can view their training history, including internal and external courses administered by their organization. They can submit training requests to their manager, who will approve or decline the request, and monitor the progress of each request. Managers can also submit training requests and view a training summary for their direct reports.
- **Professional compliance.** You can manage the professional regulatory compliance of employees in such industries as finance, medical, health and safety, and engineering—creating and processing reviews, observations, key performance indicators, and development plans for these employees.

ORACLE

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Favorites | Main Menu > Self Service > Learning and Development > Training Summary

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Training Summary

Betty Locherty

Select the Internal Training Course Name to view Details.

Internal Training			
Course Name	Course Start Date	Course End Date	Status
Time Management	10/22/2010	10/22/2010	Enrolled

Other Professional Training				
Course Name	Course Start Date	Course End Date	Status	Facility/School
Organizational behaviour	05/05/2002	05/05/2002	Completed	Sargam Prof School

Go To: [Self Service](#)
[Learning and Development](#)
[Professional Training](#)
[Internal Training Enrollment](#)

Training Summary - Employees can view their training summary, including what course they took, when and where.

Empowers Users to Manage Work and Life Events

eDevelopment offers the comprehensive functionality of Activity Guides. You can graphically outline any business process—including recruiting and hiring, granting stock options for employees based on various criteria, planning and managing compensation, or creating and monitoring training and development plans—using the Activity Guide tool to create an Event that walks the user through each of the steps. You can specify each step as optional or required, prioritize steps, and have them launch workflow and approval routing, both within and beyond the enterprise boundaries.

Deploy to a Global Workforce

The global functionality in Oracle's PeopleSoft Enterprise eDevelopment ensures that all text, date formatting, and data elements are appropriate for employees wherever they are. The application is currently translated into nine different languages, and with its support for Unicode, can be translated into 200 more.

Why Oracle?

Oracle's PeopleSoft Enterprise talent management solutions can help you maximize the value of your workforce while slashing back-office costs, providing good service to employees, and complying with HR regulations. These solutions enable you to:

- Attract, retain, and motivate top talent with flexible, workflow-driven talent management
- Gain visibility into your workforce with talent management analytics
- Drive a strategic end-to-end talent management strategy with a single, integrated system for all talent related activities

Contact Us

For more information about PeopleSoft Enterprise eDevelopment, please visit oracle.com or call +1.800.ORACLE1 to speak to an Oracle representative.



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