PEOPLESOFTHUMAN RESOURCES

Created by industry veterans, Oracle’s PeopleSoft Human Resources applications combine advanced technology to support complex business process with the simplicity of familiar user interfaces. PeopleSoft HCM enables organizations to provide the tools to all of their users to support their integrated Global Human Capital Management environment.

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—dashboards, work centers, seamless integration, workflow, and online analytical processing with use of Pivot Grids—our Human Resources applications provide your organization with the tools to be effectively compete in this ever changing environment.

A Global Solution

We deliver a truly global human resources solution that meets the needs of multi-site organizations, whether they operate in one country or many countries. Extensive language, localizations and multi-currency capabilities, including Unicode support and complete coverage for national regulations and reporting, provides a comprehensive and collective view of your worldwide operations. In addition, with the need to work in a multi-dimensional work environment, we provide flexible, secure solutions for administering any and all relationships within your organization from effective planning to managing key talent to collaboration and mobile communication.

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
• Company Directory
• Matrix Relationship Administration
• Manager Dashboard
• Talent Summary
• Smart HR
• Profile Management
• Training Administration
• Career Planning
• Group Build
• Salary Planning
• Variable Compensation
• Total Rewards Statement
• Company Car/Property
• Track Absences
• Global Assignment Tracking
• Labor Relations Management
• Regulatory Requirements
• Health and Safety
• Base Benefits

**Mobile Company Directory**

PeopleSoft Mobile Company Directory enables users to search for people in the company directory and obtain contact details, reporting structure and personal information while on the go. The ability to communicate with colleagues quickly and easily is critical in many organizations. Mobile Company Directory enables users to email colleagues, make phone calls and send text messages directly from their mobile device.
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.

Organization Visualization and Navigation
Rapid changes in an organization’s structure require the ability to quickly and effectively demonstrate that change throughout your organization. Company Directory provides the visual representation of an organization with the tools to support active collaboration. Matrix Relationship Administration enables organizations to manage any and all types of relationships including the traditional dotted line, product, projects, interest groups, affiliations, as well as any other relationship that an organization wants to manage. In addition, organizations are able to define action access to those relationships enabling that extended collaboration.
Manager Dashboard and Talent Summary

As the number of technology-savvy employees and managers in the workforce grows, the importance of self-service features increases as well. Not only does the effective use of self-service applications reduce the number of Human Resources staff required to support administrative activities, self-service tools can increase job satisfaction among employees who want instant access to information and the ability to complete online transactions efficiently.

With this, PeopleSoft HCM provides solutions to support a more independent workforce, enabling them to have the data, analysis and tools to support effective Talent Management.
Every organization has unique HR processes and requires systems that can provide the flexibility to support their needs. HR practices often differ by jobs, geographies, worker types, industries and so forth. PeopleSoft Human Resources Smart HR feature offers a configurable option that can help reduce HR processing time, leading to improved productivity. With user-defined templates, administrators (or managers) responsible for HR processing 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 HR processes 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:

![Hire Details page](image)

**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.
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 Human Resources includes functionality that addresses their unique business requirements, including commitment accounting, flexible service tracking, and faculty event tracking.

Why Oracle?
Oracle’s PeopleSoft core HCM solution is a robust Global HR, Talent Management, Payroll and Benefits set of applications that can be implemented quickly and cost-effectively, providing a strong foundation for organizational growth, cost reduction/savings, and improved productivity and performance. Oracle’s core HCM capabilities combined with country-specific capabilities and international data formats enable regional operations and compliance while using a single system of record for reporting, maintenance and lower total cost of ownership. These solutions enable you to:

- Manage business systems globally with a common data model and multi-national data formats
- Drive compliant business processes through integrated processes and rules-based engines
- Deploy country-specific capabilities with delivered local extensions
- Ensure legislative compliance and data privacy
Contact Us

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