

PEOPLESOFT ENTERPRISE HUMAN RESOURCES



HUMAN RESOURCES

- Competently manage a dynamic workforce
- Cut costs by managing one Integrated Talent Management solution
- Manage multi-dimensional structure
- Increase effectiveness of workforce-related business processes

Created by industry veterans, Oracle's PeopleSoft Enterprise Human Resources applications combine advanced technology to support complex business process with the simplicity of familiar internet applications. PeopleSoft HCM enables organizations to provide the tools to all of their users to support the 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—integration, workflow, and online analytical processing—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 global organizations, whether they operate in one country or many countries. Exceptional language, localizations 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. 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 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

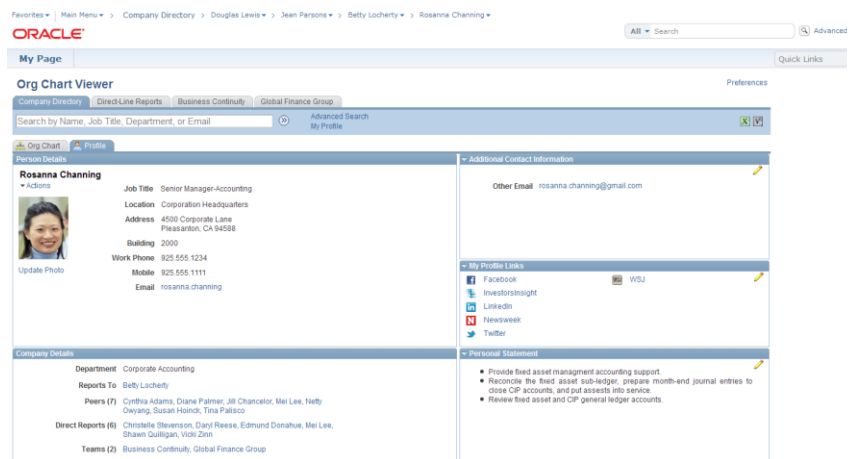
- Manager Dashboard
- Talent Summary
- Smart Hire (Template-based Hire)
- Profile Management
- Training Administration
- Career Planning
- Group Build
- Salary Planning
- Variable Compensation
- Total Rewards Statement
- Company Car/Property
- Track Absences
- Global Assignment Tracking
- Labor Relations Management
- Regulatory Requirements
- Health and Safety
- Base Benefits

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 but also product, projects, interest groups, affiliations as well as any other 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.

The screenshot displays the Oracle HR Manager Self Service interface. It features several key sections:

- Alerts:** A list of notifications including membership expiry, birthdays, and performance reviews.
- Pending Approvals:** A table showing approval requests with columns for Approval Name, Effective Date, and Approval Request ID.
- Direct Line Reports:** A table listing employees with columns for Name, Email ID, Job Code, and Job Title.
- Learning:** A section for tracking learning activities, including a table with columns for Name, Title, Required, Status, and Due Date.
- Company Directory:** A search interface for finding employees by name, job title, or department.
- My Job Openings:** A section for viewing available job positions.
- Quick Links:** A list of shortcuts for various HR functions like 'Search and Compare Profiles' and 'Add Delegation Request'.

The screenshot displays the Oracle HR Talent Summary interface for a Financial Analyst. It provides a comprehensive overview of the employee's profile and performance:

- Talent Summary:** Displays basic employee information such as Job Title, Address, Work Phone, Location, and HR Status.
- Actual versus Target Competencies:** A bar chart comparing the employee's performance against target levels for various competencies like Business Services, Planning and Benchmarking, and Budgeting.
- Additional Competencies:** A table showing proficiency levels in areas like Communication and Organization Skills.
- Base Compensation:** A section detailing Annual Salary, Pay Rate Basis, and Currency.
- Performance History:** A bar chart showing performance scores over time (Nov 2008, Nov 2009, Nov 2010, Jun 2011, Oct 2011).
- Official Career Path:** A table showing the employee's career progression through various job titles and departments.
- Succession Options:** A table identifying potential successors for the current role, including their type, rank, and status.

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:

ORACLE®

Home | Worklist | MultiChannel Console | Add to Favorites | Sign out

Favorites | Main Menu > Workforce Administration > Template-Based Hire > Template-Based Hire

New Window | Customize Page | http

Template-Based Hire

Enter Hire Details

The following information is required before hiring, rehiring, adding, or renewing a Person.

Hire Details	
Template:	USA HR user hires EMP into IT dept
*Job Effective Date:	09/14/2009
*Action:	Hire
*Reason Code:	New Position

Next Cancel

* Required Field

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.

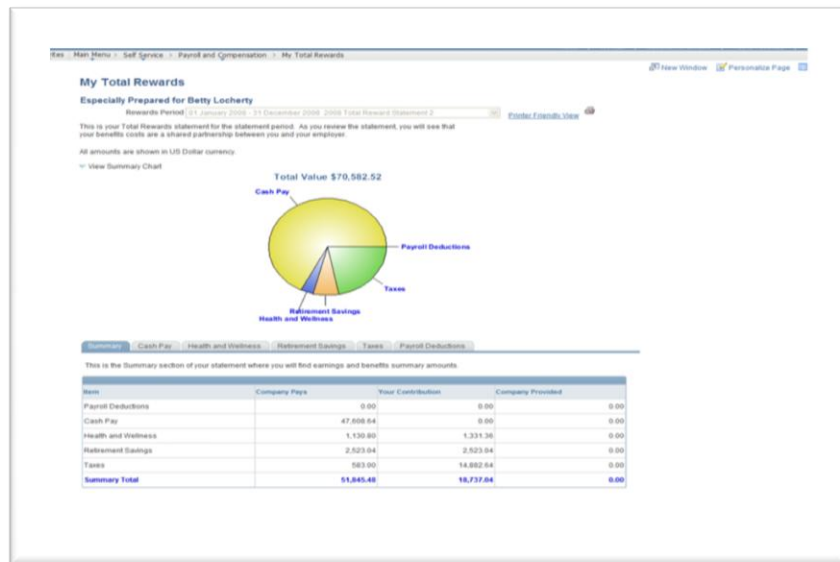
Comprehensive Employee Development Solution

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.



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.

Why Oracle?

Oracle's PeopleSoft Enterprise core HCM solution is a robust 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 TCO. 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

Contact Us

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



Oracle is committed to developing practices and products that help protect the environment

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