

Oracle Process Accelerators for Horizontal Solutions Employee Onboarding

Oracle Process Accelerators help achieve process excellence faster with end-to-end implementations of common business processes. Ready-to-use and extensible, Oracle Process Accelerators embody best practices and are available for download today.

KEY COMPONENTS

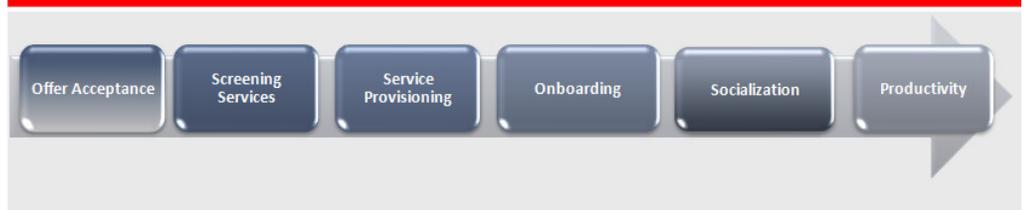
- BPMN Process Models
- Data Models: Reusable and Extensible
- User Interaction Screens
- Human Workflow
- Configurable Business Rules and Patterns
- Business Services Supporting Integration
- BAM Dashboards
- User/Role Management
- Documentation
- UPK Training

As the global workforce becomes more mobile, organizations must become more proficient at bringing on new employees effectively. The employee onboarding process is costly: 14% of a manager's time is spent on hiring activities. Hiring and training a new employee can cost between 30 and 50% of their salary, and 90% of new employees decide whether to remain with an organization during their first 6 months.*

Oracle Process Accelerators: Employee Onboarding is a solution designed to provide an efficient and comprehensive way to manage onboarding. It is built using Oracle BPM Suite, ready to be deployed out-of-the-box and easily extensible. It provides several different kinds of capabilities which function in parallel to transition a selected candidate into a productive employee.

- Employee onboarding can be integrated with an organization's recruiting solution to trigger the process
- Hiring manager submits new hire provisioning requests to enable readiness
- Provisioning departments fulfill requests through integration with the Internal Service Requests Process Accelerator
- Background check services can be linked to external service providers
- Status tracking keeps hiring manager up-to-date

Business Process Overview



Strategic Goals

- Reduce administrative costs associated with onboarding
- Standardize onboarding process across organization
- Provide single point of entry for comprehensive provisioning
- Make new employee productive faster and increase retention
- Meet compliance requirements

Based on the job code of the new hire, the hiring manager can select multiple templates which generate provisioning service requests, which are then fulfilled by the responsible departments. These requests are configured by the organization, and can include office set up, employee badge and key, IT hardware and access, training, and whatever it takes to make a new hire feel welcome and ready.

All Process Accelerators are equipped with real time analytics to provide insight into the efficiency of the business process. One key feature is the ability to analyze provisioning fulfillment patterns to improve efficiency through resource management. Analytic reporting can be modified to meet the needs of the manager or business analyst community. Many requirements such as provisioning new service types can be simply met through table maintenance or by adding roles or tasks as needed to the business process model. Email notifications can be turned on or off at the task level. Further extensions can be made to the solution to meet specific business requirements, supported by best practices, documentation, and tools.

The Employee Onboarding Process Accelerator comes integrated with PeopleSoft and the E-Business Suite straight out-of-the-box. These integrations allow Oracle Applications customers to simply plug in to either of the two HR applications, depending on which they use. A path for manual initiation Accelerator is provided as well for those customers wishing to use it stand alone. In both cases, the applications front ends handle recruitment. PeopleSoft Talent Management is used for recruiting and workforce management, as is the E-Business Suite iRecruitment.

The Employee Onboarding Process Accelerator is triggered by an applicant accepting an offer in either of those two applications, and is then used for onboarding tasks such as provisioning (new hire logistics), external vendor services (additional background checks) and the new hire portal (welcome, new hire data and, training). The Process Accelerator updates either the PeopleSoft or E-Business Suite HR applications at the end of the process with updated personal data.

CONTACT US

For more information about Oracle Process Accelerators, visit oracle.com/goto/bpm or call +1.800.ORACLE1 to speak to an Oracle representative.

The Oracle logo is displayed in white text on a red rectangular background. The word "ORACLE" is in a bold, sans-serif font, with a registered trademark symbol (®) to the upper right of the letter "E".