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Data Management

What happens to your PeopleSoft
HCM data when you transition
to Oracle Cloud HCM?

PeopleSoft and Cloud Applications Series

Highlights from the Data Management webinar: part of the PeopleSoft and Cloud Applications series

Employee and HR data is a critical asset to an organization's success. For long-standing customers who've meticulously maintained data in on-premises PeopleSoft applications for many years, that data is your HR team's source of truth for workforce information. Therefore as you contemplate a move from PeopleSoft to Oracle Cloud Human Capital Management, migrating your data is understandably a key concern. Oracle provides the methodology, guidance, and tools to help you move your data with peace of mind, whether you do the work yourself or with help from Oracle or a partner.

Key Considerations to Prepare for a Cloud Data Migration

Since most PeopleSoft customers have been using their applications for years, and even decades, your company likely has hundreds of thousands of data rows. If your business has grown by acquisition, you may have segments of differing data that you need to consolidate. As you contemplate a cloud migration project, here are several points to consider:

- **What's the quality of your data?** If you need to standardize inconsistencies, merge siloed data, and sanitize records, now is the time to get your data as clean, consistent, and accurate as possible.
- **Do you need to move all historical data to the cloud?** Moving all data may not be the optimal path because your business has likely changed and very old data may no longer be relevant.
- **What are the record keeping requirements in your industry?** Regulations will help you determine how much historical data to move to the cloud.
- **Are there other options to manage historical data?** Depending on the amount of historical data you need to maintain, it may be more cost effective to store older records in a data arranging system and pull reports when you need insight from older information.
- **Has your business changed?** If your business has evolved since you started using your PeopleSoft HR applications, now may be the right time to optimize older processes and map data to align with the best practices in Oracle Cloud HCM.

Proven Methodology for Data Migrations

Although Oracle follows a standard process to manage and migrate data from on-premises PeopleSoft applications to Oracle Cloud HCM, it's important to consider your data from a holistic standpoint. Ideally, you want to think through other systems that will use HR data, like your CRM system to align sales and support personnel with customers and commissions. These considerations will help determine how to map and load data in the cloud.

Steps for Migration Project

Data mapping
Since PeopleSoft entities aren't identical in Oracle Cloud HCM, you want to map your data so you gain value from the best practice processes in Oracle Cloud.

Data extraction
Oracle offers several tools to extract the data you want to move to the cloud.

Data loading
Once data is extracted from PeopleSoft, it must be transformed into the HCM data loader template, and from there, data can be loaded into Oracle Cloud HCM.

Data validation
Oracle also provides tools to make sure data is accurate and consistent.

Data reconciliation
Comparisons are run between PeopleSoft and Oracle Cloud to ensure the migrated data is accurate.

Options & Tools to Migrate Data

There are three options to migrate data from on-premises PeopleSoft to Oracle Cloud HCM. The option your company chooses will depend on the scope of your project, your timeline, budget, as well as the skills and availability of your project team.

Option 1: migrate all data at once

Often referred to as the "big bang" approach, you clean, prepare, and move all of your data in a single phase.

Option 2: incremental data sync

This is a phased data migration. You'll map out a plan to move your data in two, three, or more separate work efforts. For example, you may decide to move talent and compensation to the cloud in phase one and core HR in phase two. PeopleSoft will remain the primary source for all data that isn't actively being migrated to the cloud. Once all phases of the migration are complete, any data changes made in PeopleSoft will be synced with data in the cloud so all information is accurate and up-to-date.

Option 3: back-feed integration to PeopleSoft

This is similar to a phased approach. However, while data is in both on-premises PeopleSoft and Oracle Cloud HCM, we sync the data with a back-feed integration so changes are reflected in both systems and HR modules run successfully.

Data migration tools

Oracle offers toolkits to handle all three migration options for every step of the process. As a matter of course, Oracle enhances the data migration toolkits every quarter to keep pace with updates to cloud application functionality, data models, and underlying technologies. When building, designing, and developing tools, our toolkit teams collaborate with product development to ensure tools are as current as possible and function seamlessly. Because Oracle has helped many customers with on-premises-to-cloud data migrations, our consulting teams have encountered essentially every unique scenario. We also build in functionality to handle these one-off situations in case they crop up again with a different customer.

Best Practice

To quickly start gaining efficiencies from cloud applications, it's best to complete a phased data migration within six to 12 months. Any longer and you increase the complexity of your technology footprint, because you have to maintain both HR systems and the integrations.

Recommendations for Successful Data Migrations

- Start your data migration effort as early as possible in your journey to Oracle Cloud HCM.

- Maximize out-of-the-box best practice features in Oracle Cloud HCM so you don't introduce unnecessary configurations and data mapping challenges.

- Assign an individual or team to be responsible for data governance.

- Inventory and document your different data sources.

- When possible, be selective with the historical data you migrate to the cloud to limit the scope of your migration effort.

- If you decide to migrate all of your historical data, do a cost/benefit analysis at an early stage of your project so you understand and can justify the cost.

- Review the process-wise flows in Oracle Cloud HCM to learn more about the importance of historical data.

- Identify and finalize mapping and transformation rules as early as possible in your project. Be sure to validate your plan with key business stakeholders.

- Create a validation and data quality strategy.

- Use pre-validation reports to verify and fix data at the source.

- Conduct a minimum of three mock conversions to validate counts and data quality.

- Understand that a well-planned, thorough data migration is an extensive undertaking and you don't have to do it alone. If your project budget and scope allow, work with Oracle Consulting Services or another experienced Oracle Cloud consulting partner to help ensure success.

How to Manage PeopleSoft Data Migration Challenges

High volume
Years of historical data and a large workforce contribute to a high volume of data. With careful consideration about what historical data to migrate as well as robust migration and validation tools, data volume won't be an issue.

Multiple data sources
Typically the result of mergers and acquisitions, you can consolidate and standardize many different HR data sources prior to a data migration.

Data antiquity
In some cases, specific functionality that's available in on-premises PeopleSoft is not available in Oracle Cloud HCM. For example, in PeopleSoft you can terminate and rehire an employee on the same day. In the cloud application, you would terminate and rehire employees on different days. Oracle offers tools to resolve these inconsistencies so data will load into the cloud application without issue.

Customizations
HR teams can manage the mapping of custom data fields in PeopleSoft with configured Flexfields in Oracle Cloud HCM. For more information, check out this brief on the customization vs. configuration topic.

To hear more from PeopleSoft and Cloud experts, watch the full Data Management webcast on demand.

Considering a Move to Cloud?
As technology becomes more and more of a competitive differentiator, companies are evaluating cloud applications to empower HR with the flexibility and innovation needed to rapidly adapt to change. Learn more.

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