
Jaynie Martin, Emtec, Inc.
Session #106530
Tuesday, April 9 4:30-5:30 PM
ABOUT

“We are a dedicated team of highly-skilled consultants, engineers, deployment and integration specialists committed to delivering world-class service to your organization.”

Our offerings span the entire IT lifecycle
• Consulting Services
• Packaged Applications
• Cloud Technologies
• Application Outsourcing
• Infrastructure Services

A growing portfolio of services
• Oracle Fusion Applications
• Oracle PS Enterprise
• Oracle eBusiness Suite
• Hyperion
• OBIEE
AGENDA

- Overview
- PeopleSoft HCM Road Map
- PeopleSoft v9.2
- Feature Packs
- Talent Management Integration
- Introduction to Fusion HCM
- Positioning your HCM Solution
- Questions
OVERVIEW
What are the objectives for today’s session?

1. Provide a roadmap to show PeopleSoft Human Capital Management deployment options including new releases, the coexistence model, feature packs, and talent management integration and discuss ways to maximize your organization's investment
2. Understand what Fusion is and learn what it has to offer
3. Understand how to determine and effectively communicate the benefits to your leadership
PEOPLESOFTHCM ROADMAP:
Options to Maximize your Investment
PEOPLESOFT HCM ROADMAP
New Releases and Enhancements

• PeopleSoft HCM 9.2 | Released March 2013
• Feature Packs
  • Off-cycle delivery between major releases
  • Delivered via individual release, maintenance pack, bundle, or PeopleSoft Update Manager
• Talent Management Integration
  • Leverage 9.x Talent Management functionality with prior releases
  • No upgrade required
• Fusion Co-Existence Model
  • Leverage Fusion Talent Management and Workforce Compensation modules with your current PeopleSoft solution
  • No upgrade required
PEOPLESOFTHCM V9.2:
New Features and Releases
PEOPLESOF T HCM V9.2  
New Features and Functionality

• 9.2 Themes
  • Simplicity, productivity, and lower cost of ownership
  • Enhanced usability
    • Delivered dashboards and work centers
    • Related actions
    • Secure Enterprise Search
    • Embedded help
    • Modal windows
    • Announcements and notifications
    • Email approvals framework
  • Embedded analytics
    • Pivot grids
MANAGER DASHBOARD
Easily access pertinent employee data
WORKCENTER
Centralized Access to Complete Business Processes

• Role-based centers for accessing components needed to complete business processes
• Reduced clicks to provide more efficiency
SECURE ENTERPRISE SEARCH
Application and Component Search Capabilities

- Keyword search
- One-click actions from search results
- Results based on security configuration to protect data
- Enhanced component searches
PIVOT GRIDS
Leverage Embedded Analytics

- Introduced with PeopleTools 8.52
- Self-service analytics providing ability to drill-down and filter data as well as provide visualization of data
- Leverage Query tool to gather data and display results
- Pivot grid wizard can be utilized to create new charts
9.2 HIGHLIGHTS

Key Enhancements in 9.2

- Human Resources/Compensation
  - Configurable compensation cycles to determine who is included
- Recruiting
  - Candidate Gateway site configuration and branding
  - Job Opening 360
  - Flexible processes
- ePerformance
  - Check Points
  - Outlook Integration
RECRUITING
Job Search Capabilities
EPERFORMANCE

Mid-year Check Points

Checkpoint 1 - Update and Share

1. Enter your comments on the employee progress against their performance criteria.
2. When ready select the Share with Employee button save your changes and notify the employee your comments have been shared. This can be done before or after you meet with the employee to discuss their progress.
3. Once you have shared your comments and had a discussion select the Complete Checkpoint button to mark this step as complete.

Section 1 - Goals

Goals will be evaluated by Employee, Manager

- Effectively Manage the Accounting Department
  - Description: Effectively manage the responsibilities and the employees in the Accounting Department. Monitor employee output and provide higher quality customer service in order to meet corporate standards.
    - Due Date: 12/31/2012
    - Status: In Progress

Employee Comments: Employee’s comments are not shared
9.2 HIGHLIGHTS
Key Enhancements in 9.2

• Benefits
  • Added configuration for life events
• Time and Labor
  • Apply rules
  • Time reporting templates
  • Timesheet lockdown
• Absence Management
  • Outlook Integration
• Payroll for North America
  • Paycheck Modeler
TIME AND LABOR
Apply Rules & Timesheet Lockdown

Timesheet

Payable Time Viewing Option

Timesheet Lockdown

Currently Active Pay Groups

- GEI
  - KU1: US Weekly
  - KU3: US Semi-Monthly
  - KU4: US Monthly
  - KU5: US R & D Biweekly
  - KU6: US Fire Safety - Biweekly

- Payroll for North America
PAYROLL FOR NORTH AMERICA
Paycheck Modeling

Results - Step 6 of 6
Job Title: Director-Finance

- Total Gross Earnings: $2,161.85
- Total Employee Taxes: $1,650.22
- Total Deductions: $454.35
- Net Pay: $4,057.28

Related Actions

Select Related Actions to navigate to other paycheck related Payroll and Benefits sites.
PEOPLESOF HCM FEATURE PACKS:
Leverage New Features Now
FEATURE PACKS
New Functionality Now

• Delivered “off-cycle” between major releases
• Continuously deliver new capabilities and value to meet the changing business needs
• PeopleSoft HCM 9.1 Feature Pack 2 is now available and includes capabilities to help increase employee productivity and effectively align investments in the workforce
FEATURE PACKS

Highlights

- Company Directory
- Matrix Relationships
- Manager Dashboard with Actionable Org Charting
- Talent Summary
- Business Objectives

For more information on feature packs, please attend the presentation, “Enhance Your HRIS User Experience Via Feature Packs” presented by Nicole Braun on Wednesday, April 10 8:15-9:15 AM in room 106.
FEATURE PACKS
Company Directory

- A graphical representation of the organization chart which can be used throughout a company
- Utilizes Tree Manager to define organizational hierarchy
FEATURE PACKS
Matrix or Dotted-Line Relationship Management

- Configurable matrix rules provide multi-dimensional management
FEATURE PACKS
Manager Dashboard

• Configurable dashboard, which consolidates critical information and metrics for managers
• View and transact in context directly from the dashboard
FEATURE PACKS

Talent Summary

- Configurable, centralized view of talent management data for an employee accessed through Manager Dashboard, Company Directory, or menu navigation.
- Action links allow managers to view and transact in context directly from the Talent Summary page.
- Includes “Performance and Potential” 9-box grid.
TALENT MANAGEMENT INTEGRATION:
Increased Talent Management Functions
TALENT MANAGEMENT INTEGRATION
Recruit, Develop, Retain

- Best-in-class Talent Management features with current release
- Develop and leverage internal talent
- No upgrade required
- Consistent framework, data, and user interface
- Merged navigation structure
- Cohesive security structure with single sign-on
- Integrated data and business processes
- Single system of record
- Unlimited users
TALENT MANAGEMENT INTEGRATION
Recruit, Develop, Retain

• Who can use this model?
  • Available v8.9 or later; recommended PeopleTools 8.50+
  • PeopleTools 8.50+ required for the 9.1 instance
  • Talent Management v9.2 with HCM 9.1 application

• How is data transferred between the applications?
  • Integration Broker Service Operations

• How often is data sent between the applications?
  • As configured

• What does it cost to use the 9.1 features?
  • Licensing fees only for applicable Talent Management modules
TALENT MANAGEMENT INTEGRATION
Recruit, Develop, Retain

• Talent Management Integrations
  • ePerformance
    • One-way integration from prior release to 9.1
  • Career and Succession Planning
    • One-way integration from prior release to 9.1
  • eCompensation Manager Desktop
    • Bi-directional to send compensation changes to HR for processing
  • Recruiting Solutions
    • Bi-directional to send hire data to HR for processing and create HR person record
  • Enterprise Learning Management (ELM)
    • Install updated instance of ELM and use delivered integration
PROFILE MANAGEMENT

What is Profile Management?

- Integrated talent management solution leveraged across the HCM application
- Originally released in version 9.0
- Configurable Job and Person Profiles
- Reusable Profile Content
- Profile Approvals Processing
- Enhanced Profile Search and Compare Capabilities
EPERFORMANCE
New Features

• Business objectives
• Organizational chart view
• Link goals to objectives
• Leverage Profile Management
• Enhanced usability
CAREER AND SUCCESSION PLANNING

New Features

• Career Planning Enhancements
  • Delivered employee and manager self-service
  • Graphical view of plans
  • Custom resume creation

• Succession Planning Enhancements
  • Create multiple succession plans for an employee
  • Utilize succession planning with person structure
  • Search/match capabilities
  • 9-box ratings
  • 360° view of succession plans through self-service
ECOMPENSATION MANAGER DESKTOP

New Features

• Manager self-service capabilities to plan, process, and allocate compensation
• Cycle-based processing
• Performance integration and configurable matrices
• Allocate pay components including variable compensation
• Transactional metrics to analyze compensation changes
RECRUITING SOLUTIONS

New Features

- Online job offers via career portal
- Enhanced screening and questionnaires
- Leverage Profile Management functionality
- Better usability
  - Withdraw from hire
  - RTF editor
  - Configurable record printing
  - Recruiter alerts
FUSION OVERVIEW:
An Introduction to Fusion HCM
WHAT IS FUSION?
Oracle’s Newest Offering

• Best in class application comprised of “best-in-breed” Oracle solutions
• Engineered to co-exist with existing solutions or can function as stand-alone application
• User driven
• Embedded Analytics
• Deployment Options:
  • Software as a Service (SaaS)
  • Hosted (On Demand)
  • On-premise
• Built on a single code line
CO-EXISTENCE MODEL

What is co-existence and who can leverage it?

- Deploying Fusion modules while maintaining core data in your PeopleSoft HCM application
  - Talent Management
  - Workforce Compensation
  - Taleo Recruiting – coming soon!

- Who can use this model?
  - Available v8.9 or later with PeopleTools 8.50+

- How is data transferred between the applications?
  - HR2HR Interface
  - Integration Broker using web services and secure FTP

- How often is data sent between the applications?
  - Daily or as configured in the Process Scheduler
CO-EXISTENCE MODEL

What data is transferred between applications?

• Core HR from PeopleSoft HCM to Fusion
  • Send foundation data to Fusion
  • Data sent daily or as scheduled
  • System of record: PeopleSoft

• Profile data from PeopleSoft HCM to Fusion
  • One-time process
  • Data managed in Fusion after migration
  • System of record: Fusion

• Compensation data from Fusion to PeopleSoft HCM
  • Send compensation data to PeopleSoft for payroll
  • Data sent ad hoc
  • System of record: Fusion
CO-EXISTENCE MODEL
CO-EXISTENCE MODEL

How is data mapped?

• Domain Value Maps (DVM’s)
• Associate PeopleSoft objects to Fusion objects
• Various types of cross-reference DVMs delivered from both PeopleSoft and Fusion values delivered to manual cross-reference DVM’s
• Static and dynamic DVM’s delivered
  • Static require manual updates
  • Dynamic are delivered and do not require manual update
POSITIONING YOUR HCM SOLUTION:
Communicating System Benefits and ROI
CURRENT STATE ANALYSIS
What are Your System Drivers?

- What version are you utilizing?
- When does support expire?
- What are your long-term goals for your Human Capital Management solution?
- Who are your system users?
- Do you plan to roll out new functionality?
IDENTIFYING THE BEST SOLUTION
What is the best solution for your organization?

• Complete workshop to identify the following:
  • Strategic vision
  • Business requirements
  • Gaps in current software solution
  • Organizational priorities
• Compare capabilities of each solution
• Determine support costs for each option
MAXIMIZING YOUR ROI
Identify the value of your HCM solution enhancements

• Retain talent
• Improve productivity
• Reduce cost of ownership
• Improve reporting & analytics
• Empower managers and employees
• Predict trends and create proactive business model

• You’re now ready to get started!
Questions?
Comments?
PeopleSoft

RECONNECT
A PeopleSoft Modular Deep-Dive Event

Mark Your Calendar!

JD Edwards

INFOCUS
A JD Edwards EnterpriseOne Deep-Dive Event
December 2-4, 2013         Denver, Colorado
Online Series Offerings for 2013

Take advantage of these **improved series offerings** for 2013, featuring Oracle sessions, vendor sessions and some of the best customer sessions from the Quest community. Train from the comfort of your desk!

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