



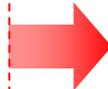
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# Extending and Automating the HR Onboarding Process with Fusion Middleware

**Michael Rulf**

## BACKGROUND/CHALLENGE

- USInternetworking specializes in managed enterprise and eBusiness solutions and on-demand services for Fortune 1000 companies
- Business process not constrained to one software package
- Audit requirements – both internal and external



## SOLUTION

- Leveraged the web service capabilities of PeopleSoft Integration Broker
- Used BPEL to orchestrate and manage multi-product process flow
- Utilized human workflow components to track manual tasks for audit compliance



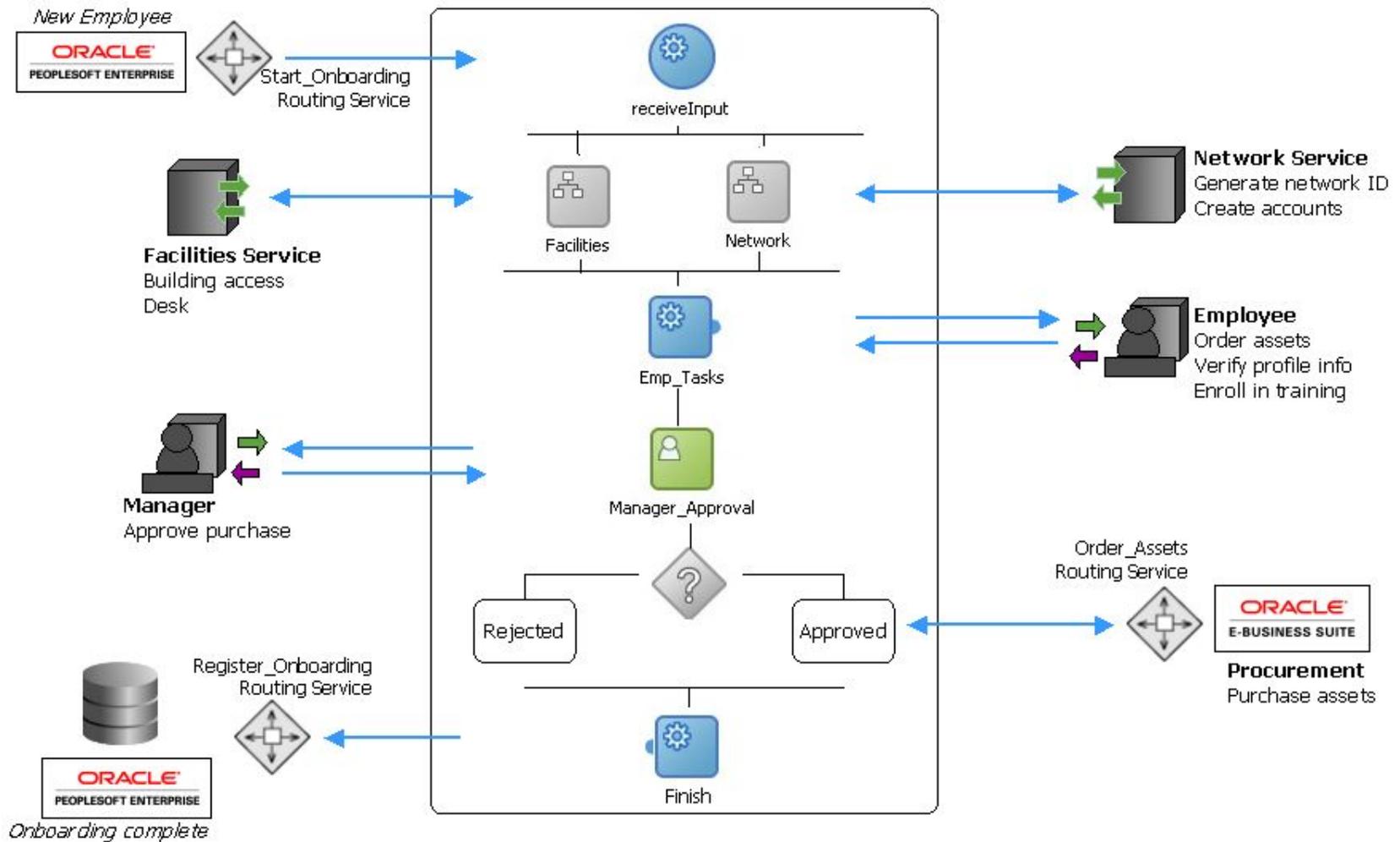
## RESULTS

- Streamlined onboarding process resulting in rapid provisioning of services for improved productivity of new employees
- Greater accuracy of employee information through self-service functionality
- Reduced reliance on IT staff
- Increased compliance with audit requirements through automation and standards

# New Hire Provisioning Process



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**PeopleSoft Integration Broker:** Interface point between PeopleTools & SOA

**ESB:** Maps between various views of the same business object

**BPEL:** Allows a business-centric view of a process instead of a software-centric view

**Human Workflow:** Centralized task management with multiple interaction/delivery options

**EBS Open Interfaces:** Web services, DB tables & concurrent requests



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Let's see a demo...

## Critical Success Factors:

- Focus on the business requirements, not the software capabilities
- Leverage ITIL best practices
- Make HR a differentiating service
- Leverage self-service
- Organizational buy-in and processes – managing change critical

## Future Compatibility:

- SOA and Web Services ensure compatibility with Oracle's Fusion strategy
- Separates “process” from “product” to streamline upgrades and future changes

# How do customers get started with Fusion Middleware?



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## PeopleSoft customers:

- Upgrade to PeopleTools 8.48 or higher
- Start using Integration Broker for interfaces and extensions
- Investigate PeopleSoft Directory Interface (PDI)

## EBusiness Suite customers:

- Upgrade to 11.5.10 at a minimum (ATG 11.5.10 Rollup 4)
- Tightly integrated with Fusion Middleware

## All ERP customers:

- Fusion Identity Management
- Fusion SOA & BPEL



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