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PeopleSoft Enterprise HCM: What's New in HCM 9.0

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Introduction

In this presentation, learn about PeopleSoft Enterprise HCM release 9.0 from the leading implementer of PeopleSoft HCM, Optimum Solutions. Take advantage of our insights from our current v9.0 projects and receive a high level overview of the PeopleSoft Enterprise HCM product portfolio--the ultimate HCM solution on the market -- Templates Based Hire, Profile Management, XML Publisher Reports, Recruiting, ePerformance Management, Benefits and Welfare Enhancements, and Payroll Enhancements.

HCM v9.0 Value Drivers

With the release of PeopleSoft Enterprise HCM version 9.0, Oracle has focused on three major drivers in designing their new release.

In the area of Enterprise-Wide Talent Management, PeopleSoft introduces Profile Management as the foundation for recruiting, performance management, learning management, analytics and competency management. In addition, there have been updates to Talent Acquisition Manager and Candidate Gateway, ePerformance, and eDevelopment designed to extend the total Talent Management solution.

With an eye toward more Lean Business Processes, PeopleSoft has increased the flexibility, configurability, and integration of the system to enable users to tailor the application to their requirements with fewer customizations. By offering the new SmartHire, enhanced Person Model changes, Online I-9, and updates to Payroll, Benefits, and Performance, the product will more effectively meet business needs.

Throughout the application, PeopleSoft attempts to Extended Value with Innovative, Standardized Technology by including XML Publisher capabilities and the Common Approval and Delegation Framework.

Profile Management v9.0

Using Profile Management, organizations have flexibility in defining individual and job attributes. The Content Catalog provides for configurable, reusable content and allows for defining structure of Content element fields. Control how Content appears by Grouping and establishing Content Relationships. This tool provides an alternative to custom records and pages by allowing organizations the ability to define their own content. We have configured Profile Management to create employee Bar Membership and Jurisdiction detail records for a Legal firm without resorting customization.

Employees and managers can manage their Profile information through eDevelopment. Using defined Profile types such as Person Profiles or Organization Profiles by Job, Location, Business Unit, etc., employees and managers can view and update Profile information. Approval Processing and Granular Security on Profiles controls access and database updating. Search and Compare functionality allow employees to match themselves against jobs, and compare jobs to each other. Managers can also compare employees against other employees.

Core HR v9.0

SmartHire is a new Template based hire facility, available through Manager Self Service, that allow operating units to hire employees into the system, with approval levels by HR staff. Within the SmartHire template you configure default values and rules for which fields are to be populated. This is useful tool for hiring groups of employees with common elements and distributing the hiring function outside of a centralized HR area.

Person Model enhancements now provide for managing Contingent Worker with Contracts, Sub-Contracts & Tasks, Badges, and Security Clearance. The ERN Delete function helps manage assignments within the Person Model, while you can now use a Person of Interest as a Payee in payroll.

The new Online I-9 Compliance module provides a detailed online I-9 form which can be generated with XML Publisher.

Mass Update enhancements include the flexibility to update rows, insert rows, and update future dated rows, Preview and Edit the results, and Roll back the results.

If you store Credit Card information in the system, new Data Encryption helps ensure the information is secure.

Benefits v9.0

In Base Benefits, enhancements provide a single flexible Rate Table structure. Instead of configuring multiple rate codes you can now build a multi-dimensional rate table to contain all rates for a benefit plan. We have used this structure to define rates based on Salary Level + Coverage Code within a single table entry.

Enhanced Coverage Formula configuration, including Age Reduction provides the flexibility to create detailed coverage formulas.

A new Spousal Life plan type '28' has been added in the Life and AD&D area.

Simple Plans are available to define simplified plans that do not map to delivered plan type families.

Dependent Relationships have been simplified by making them gender neutral, now it is Child rather than Son or Daughter, and Parent rather than Father or Mother.

The Savings Plan Limit processing has been streamlined for ease of use and viewing.

Benefits Administration now has a new eligibility rule based on Medicare Eligibility. Changes to Event Rules allow enrollment to maintain Dependent Coverage when moving plans

For eBenefits users, organizations can control enrollment for Domestic Partners and Tax Qualified Dependents with definable online Certification questionnaires. Optional integrated Workflow sends notification to the Benefits Administrator when employees make updates to their Dependent data.

eProfile v9.0

Within eProfile PeopleSoft uses the common Approval and Delegation framework for approval processing when a manager requests a transfer or status change, etc. This provides flexible routing rules, approval levels, and exceptions processing, as well as ad hoc Delegation capabilities.

Recruiting Solutions v9.0

Improvements to Recruiting Solutions in 9.0 leverage XML Publisher for Recruitment Letters. Using XML Publisher, standardized letters are generated out to Word documents for further individualized editing. Then the finalized letters are saved with the applicant record. XML Publisher has a built in multi-language feature which is used for generating standardized Recruitment Letters across multiple countries in the local language.

With the new Contact Management features, automatic contact notes are automatically generated by the interview or offer letter processes. Hiring managers and recruiters can also manually add contact notes at any phase.

ePerformance v9.0

Learning Management is now integrated throughout ePerformance in order to track learning accomplishments as well as development opportunities within the performance and development documents.

ePerformance also leverages Profile Management to pull defined content into the performance documents. Evaluators can now view detailed Rating Description information from within the performance documents to aid in making the proper rating determinations.

New Document Cloning provides an easy method of copying common performance document templates to multiple employees.

Performance & Development Documents in are now generated with XML Publisher.

The Common Approval and Delegation Framework is used throughout the Performance Management processing.

eDevelopment v9.0

Through eDevelopment self service functionality, Employee and Manager maintain Person Profiles, Organization Profiles by Job, Location, Business Unit, etc., perform Searches and Comparisons, and maintain Job Interest lists.

The Common Approval and Delegation Framework enforces approval levels for content.

Employees and Managers can print out Profile documents, which can act as internal Resumes, using XML Publisher formats.

North America Payroll v9.0

The new Garnishment Processing Model has been restructured from previous versions, providing flexible calculations through configurable rules-based engine, as well as easier management of deductions in disposable earning definitions. There is also a new employee garnishment history view for tracking garnishments over time.

Improved integration of NA Payroll with Time & Labor offers filtering parameters for Time & Labor load. Error reporting has been enhanced to include the ability to view error messages for each employee for whom time has not been successfully loaded to payroll. The Payable Time reversal process automatically creates offsets for a paycheck reversal in the Payable Time table flagged with the Reversed status.

The addition of the Streamlined Menu Structure for Year-End Reporting places all of the year-end processing and reporting steps under one menu.

ePay v9.0

In ePay version 9.0, Payroll documents are generated through XML Publisher, which supports Self-Service Paycheck Viewing and Printing. The check format has been enhanced to display Year-to-Date totals on all viewable checks, not just the current check. In addition, payroll administrator can now view employee checks in the same format that the employee receives.

ePay also offers Self-Service Viewing and Printing of Year-End Forms. You must secure employee consent in order to provide electronic versions of year-end documents, use the new process Employee Consent and Notification to manage this requirement.

Time and Labor v9.0

Improved Integration with Payroll for North America and Global Payroll give you Online reconciliation of Reported and Payable Time. New Payable Time Status code of Reversed is used when a Check Reversal has been processed from NA Payroll. Several additional Reason Codes help explain how payable time came to its status.

New Load Time and Labor Filters give flexibility in identifying which specific payable time to send to NA Payroll.

Integration with Absence Management supports Absence entries on Timesheets and Absence Approvals through Time and Labor.

Absence Management v9.0

Integration with Time and Labor supports Absence entries on Timesheets and Absence Approvals through Time and Labor processing.

The Common Approval and Delegation Framework is used throughout the Absence Management processing.

Common Solutions v9.0

PeopleSoft HCM version 9.0 has introduced XML Publisher as a tool used throughout HCM suite for Document Generation and Reporting. To create an XML Document, you can start with PSQuery, or use PeopleCode, or Application Engine, for more complex reports. Reports written with XML Publisher can be run through Process Scheduler. Document Design Templates are created with Microsoft Word or Adobe Acrobat.

With the new HCM Approvals Framework, managers have the ability to approve or deny individual or multiple transactions at the same time. The approval rules can be configured to include multiple approvers for individual steps. On an ad-hoc basis, managers can assign additional approvers and reviewers for a transaction. Managers can escalate approvals, approve, deny, or push back.

Managers also have the flexibility to Delegate to a direct report or another person lower in the reporting hierarchy, to a manager or another person higher up in the reporting hierarchy, or to a peer either within the same division or in a different division.

Conclusion

Through the introduction of Profile Management, SmartHire, XML Publisher, the common Approval and Delegation framework, as well as more flexible configuration, and greater integration throughout the system, Oracle has continued to extend the value of the PeopleSoft Enterprise HCM product with improvements to Enterprise-Wide Talent Management, Lean Business Processes, and Innovative, Standardized Technology.