



# HR Transformation PeopleSoft

work:strategy

## PeopleSoft HCM and Process Improvement

HR process improvement requires a commitment to enforcing best practices, reassessing service delivery objectives, and moving from a transaction-based system to an integrated process-driven solution. Key targets for Human Resources departments such as employee engagement, management insight and decision support, ease of use, and mobility are at the top of the list. Other HR objectives include moving routine data and staff administration processes from the back office into the hands of employees and managers can reduce transactional costs significantly.

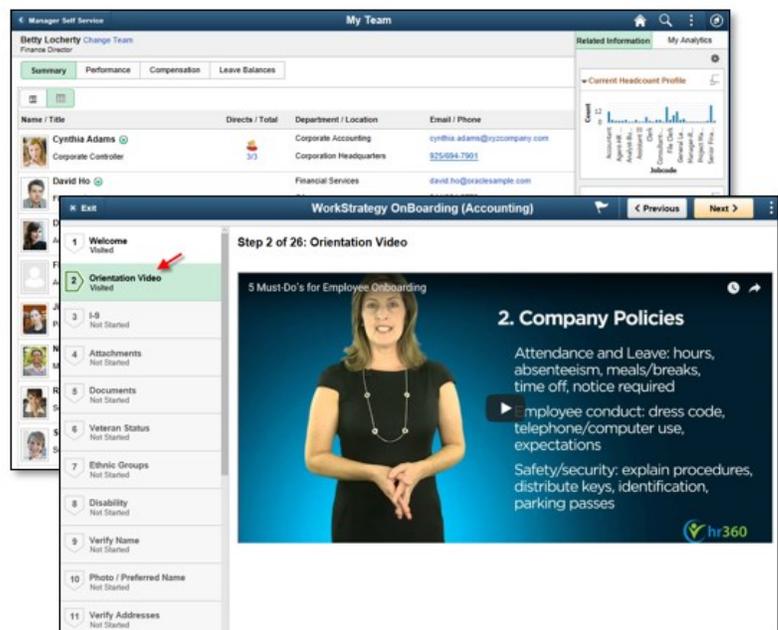
- ▶ HCM Roadmap
- ▶ Vendor Evaluation
- ▶ Upgrade Analysis
- ▶ Talent Management Analysis
- ▶ HR Process Improvement
- ▶ Staff Training
- ▶ Bolt– on Solutions

This enabling technology already exists in your PeopleSoft 9.2 HCM application suite today – from core HR, benefits, and payroll functionality to broader talent management and improved end-user experience – and should be built into your HCM technology projects.

Whether you are upgrading your PeopleSoft HCM suite or implementing new modules and features for the first time, WorkStrategy encourages customers to focus on redesigning workflow and improving user productivity by deploying self service, Fluid self service and mobility, simplified analytics, and integrated talent management capabilities.

A partial list of recent enhancements:

- ▶ Fluid Interface for a vibrant user experience
- ▶ Improved mobility and workflow support
- ▶ Redesigned WorkCenters and Activity Guides
- ▶ Guided Self Service for managers
- ▶ Enhanced Classic Plus page design
- ▶ Improved Direct Report HR transactions
- ▶ Talent– driven Employee Snapshot
- ▶ Simplified Analytics for managers
- ▶ Integrated Talent Management processes
- ▶ Ability to accommodate complex rules
- ▶ PeopleSoft Cloud Manager for hosting



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## PeopleSoft 9.2 Upgrade Services

As you begin assessing new PeopleSoft HCM 9.2 functionality, consider partnering with WorkStrategy to help expedite your upgrade or simply augment your team resources. WorkStrategy's experienced team of 9.2 specialists can help you build your upgrade roadmap to meet your business objectives and HR technology goals, using our proven PeopleSoft upgrade methodology.

Our Upgrade Analysis is a 2-3 week assessment of the customer's existing HR environment compared to its delivered functionality in PS 9.2 HCM application, including HR, benefits, payroll, Time & Labor, Fluid Interface, talent management suite, Employee Snapshot, Elasticsearch, workflow (AWE), reporting, and other user productivity tools. This process will also allow us to begin scoping the effort to upgrade the system and implement any additional functionality.

WorkStrategy's Technology Solutions Center (TSC), located in Columbia, Maryland, offers remote technical support including application upgrades, add-on module configuration, maintenance, and other HR technology software implementation services. The TSC is a full-service PeopleSoft upgrade facility staffed by specialists with expertise in both functional business processes and PeopleSoft technology.

Customers benefit by receiving immediate access to our PeopleSoft experts for their upgrade, significantly streamlining the costs of allocating hardware and staff to support a one-time project. This will allow your team to work on more pressing development and process improvement initiatives. Our lab is structured to replicate the customer's technical environment and will facilitate the process of streamlining customizations and functional testing. Since TSC services are provided as smaller components, our deliverables can be easily integrated into your overall strategy.

### About WorkStrategy

WorkStrategy HCM technology specialists provide strategic planning, project management, process improvement, and talent management services for Oracle PeopleSoft and HCM Cloud applications. Our consultants are regarded as leaders in the HR management field and possess a unique reputation for exceeding customer expectations.

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- ▶ Upgrade Scripts
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- ▶ Performance Tuning
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