



**ORACLE®**

## **PeopleSoft HCM 9.1**

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# Lindsay Taylor

Principal HCM Solution Specialist



**1997**



# PeopleSoft HCM 9.1

## *Global Special Interest Groups (SIGs)*



**OHUG**

**UK OUG**



International Users Group



**oracle applications users group**

# Working with Customers to Deliver Value

## *Customer Interactions for PeopleSoft 9.1*

1 1 7 8 Customer Visits/Meetings

4 0 2 Oracle CVC Meetings

2 1 5 User Group Meetings

6 2 Focus Groups

3 2 Customer Advisory Board Meetings

# PeopleSoft HCM 9.1

## *Release Themes*

- Flexibility
- Intelligent Business Execution
- Organizational Effectiveness



# PeopleSoft HCM 9.1

## *Leveraging Web 2.0*

### **PeopleSoft Talent Management**

- Comprehensive Integrated Policies and Practices
- Profiles, Recruiting, Performance, Learning, Development, Compensation

### **PeopleSoft Portal**

- Unified Context Aware User Experience
- Wikis, Blogs, Forums, Chats, Documents, Content, and
- Collaborative Space

*Improved Productivity*



# PeopleSoft HCM 9.1

*Leveraging PeopleTools 8.50*

## **New Features**

- New User Interface
- Mouse Over Menu
- Tagged Items
- Type Ahead Searching





# PeopleTools HCM 9.0 (PeopleTools 8.4.9)

## Current Look & Feel

The screenshot displays the Oracle PeopleTools HCM 9.0 interface. The top navigation bar includes the Oracle logo and tabs for Home, Worklist, and My. The left sidebar contains a Menu with categories like Job Information, Contract Administration, Temporary Assignments, French Public Sector Jobs, Employment, Categorization ITA, Review Job Information, Reports, and Job Data. The main content area is titled 'Work Location' and shows details for employee Nancy Egan (EMP, ID: M4M005, Empl Rcd #: 0). The page is divided into sections: Work Location, Job Information, Job Labor, Payroll, Salary Plan, and Compensation. The Work Location section includes fields for HR Status (Active), Payroll Status (Active), Effective Date (01/01/2005), Sequence (0), Job Indicator (Primary Job), Action (Hire), Reason, Last Start Date (01/01/2005), Termination Date, Expected Job End Date, Position Number, Position Entry Date, Regulatory Region (USA), Company (MC1), Business Unit (MC1BU), Department (M000), Location (M001), Establishment ID, and Date Created (12/27/2005). Below the main form, there are tabs for Job Data, Employment Data, Earnings Distribution, and Benefits Program Participation. The bottom of the page features a toolbar with buttons for Save, Return to Search, Previous in List, Next in List, Notify, Previous tab, Next tab, Refresh, Update/Display, Include History, and Cancel.



# PeopleTools 8.5.0

## New User Interface

The screenshot displays the Oracle PeopleTools 8.5.0 New User Interface. At the top, the Oracle logo is on the left, and navigation links for Home, Worklist, MultiChannel Console, and Sign Out are on the right. Below this is a Favorites and Main Menu section. A secondary navigation bar includes Work Location, Job Information, Job Labor, Payroll, Salary Plan, and Compensation. The main content area features a user profile for Betty Lochery (Employee ID: KU0007) and a detailed Work Location record. The record includes fields for HR Status (Active), Payroll Status (Active), Effective Date (04/01/2004), Sequence, Job Indicator (Primary Job), Action (Pay Rate Change), and Reason (Merit). It also shows Last Start Date (04/07/1989), Termination Date, Expected Job End Date, Position Number, Position Entry Date (04/07/1989), and Department (Director-Finance). Regulatory information includes USA, GBI, and GIBU. Other fields include Department (13000), Location (KUDE00), Establishment ID (KJ001), United States Regulatory Region, General Business International, Department Entry Date (04/07/1989), Finance, Delaware Operations, and Date Created (02/28/2006). A Military section is expanded to show Spain and Japan. At the bottom, there are tabs for Job Data, Employment Data, Earnings Distribution, and Benefits Program Participation, along with a toolbar containing Save, Return to Search, Previous in List, Next in List, Previous Tab, Next Tab, Refresh, and Include History. A secondary navigation bar at the very bottom repeats the main menu items.

ORACLE

Home | Worklist | MultiChannel Console | Sign Out

Favorites | Main Menu

Help | Customize Page | http

Work Location | Job Information | Job Labor | Payroll | Salary Plan | Compensation

Employee: Betty Lochery ID: KU0007  
Military Service:

Work Location Customize | End | View All | First | 1-0 of 3 | Last

HR Status: Active Payroll Status: Active Go To Row...

Effective Date: 04/01/2004 Sequence: Job Indicator: Primary Job

Action: Pay Rate Change Reason: Merit

Last Start Date: 04/07/1989 Termination Date:  
Expected Job End Date:   End Job Automatically

Position Number:  Position Entry Date: 04/07/1989 Director-Finance  
  Position Management Record

Regulatory Region: USA United States Regulatory Region  
Company: GBI General Business International  
Business Unit: GIBU General Business International Department Entry Date: 04/07/1989  
Department: 13000 Finance  
Location: KUDE00 Delaware Operations  
Establishment ID: KJ001 Global Business Institute HQ Date Created: 02/28/2006

> Military  
> Spain  
> Japan

Job Data | Employment Data | Earnings Distribution | Benefits Program Participation

Work Location | Job Information | Job Labor | Payroll | Salary Plan | Compensation

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# PeopleTools 8.5.0

## Related Content – Discussions/Tags

The screenshot displays the Oracle PeopleTools 8.5.0 user interface. At the top, the Oracle logo is on the left, and navigation links for Home, Worklist, MultiChannel Console, and Sign Out are on the right. Below this is a Favorites and Main Menu section. A secondary navigation bar includes tabs for Work Location, Job Information, Job Labor, Payroll, Salary Plan, and Compensation. The main content area features a profile picture of Betty Locherty, her name, ID (KU0007), and Military Service status. Below this is a 'Work Location' section with various fields: HR Status (Active), Payroll Status (Active), Effective Date (04/01/2004), Sequence, Job Indicator (Primary Job), Action (Pay Rate Change), and Reason (Merit). Further down, it shows Last Start Date (04/07/1989), Termination Date, Expected Job End Date, Position Number, Position Entry Date (04/07/1989), Regulatory Region (USA), Company (GBI), Business Unit (GEIBU), and Department Entry Date (04/07/1989). At the bottom, there are tabs for Discussions, Tags, and Analytics. A 'Job Data Comments' window is open, showing a list of comments with a red arrow pointing to it. The comments include: 'Update Salary Plan Information - 2008', 'Expected reassignment', 'Data reviewed - no change needed for fiscal '07', 'Update Salary Plan Information', and 'Initial Job Record added'.

ORACLE

Home | Worklist | MultiChannel Console | Sign Out

Favorites | Main Menu

Help | Customize Page | http

Work Location | Job Information | Job Labor | Payroll | Salary Plan | Compensation

Employee: Betty Locherty ID: KU0007  
Military Service:

Work Location

HR Status: Active Payroll Status: Active  
Effective Date: 04/01/2004 Sequence: Job Indicator: Primary Job  
Action: Pay Rate Change Reason: Merit

Last Start Date: 04/07/1989 Termination Date:  
Expected Job End Date: End Job Automatically:  
Position Number: Position Entry Date: 04/07/1989 Director-Finance  
Use Position Date Position Management Record:  
Regulatory Region: USA United States Regulatory Region  
Company: GBI General Business International  
Business Unit: GEIBU General Business International Department Entry Date: 04/07/1989

Discussions | Tags | Analytics

Job Data Comments

Subject

- Update Salary Plan Information - 2008
  - Expected reassignment
- Data reviewed - no change needed for fiscal '07
- Update Salary Plan Information
- Initial Job Record added

# PeopleTools 8.5.0

## Related Content - Analytics

ORACLE Home Worklist MultiChannel Console Sign Out

Favorites Main Menu Help Customize Page http

Work Location Job Information Job Labor Payroll Salary Plan Compensation

Employee: Betty Lochery ID: KU0007  
Military Service:

Work Location Customize Find View All First 1-3 of 3 Last

HR Status: Active Payroll Status: Active Go To Row  
Effective Date: 04/01/2004 Sequence: Job Indicator: Primary Job  
Action: Pay Rate Change Reason: Merit

Last Start Date: 04/07/1989 Termination Date:  
Expected Job End Date: End Job Automatically  
Position Number: Position Entry Date: 04/07/1989 Director-Finance  
Use Position Date Position Management Record  
Regulatory Region: USA United States Regulatory Region  
Company: GBI General Business International  
Business Unit: GBI/BU General Business International Department Entry Date: 04/07/1989

Discussions Tags Analytics

Industry	Corporate
Min 110,000	Min 130,000
Mid 160,000	Mid 167,500
Max 210,000	Max 205,000

Nancy Egan  
Salary 170,000  
Corp Compa 1.03  
Industry Compa 1.33

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# PeopleSoft HCM 9.1

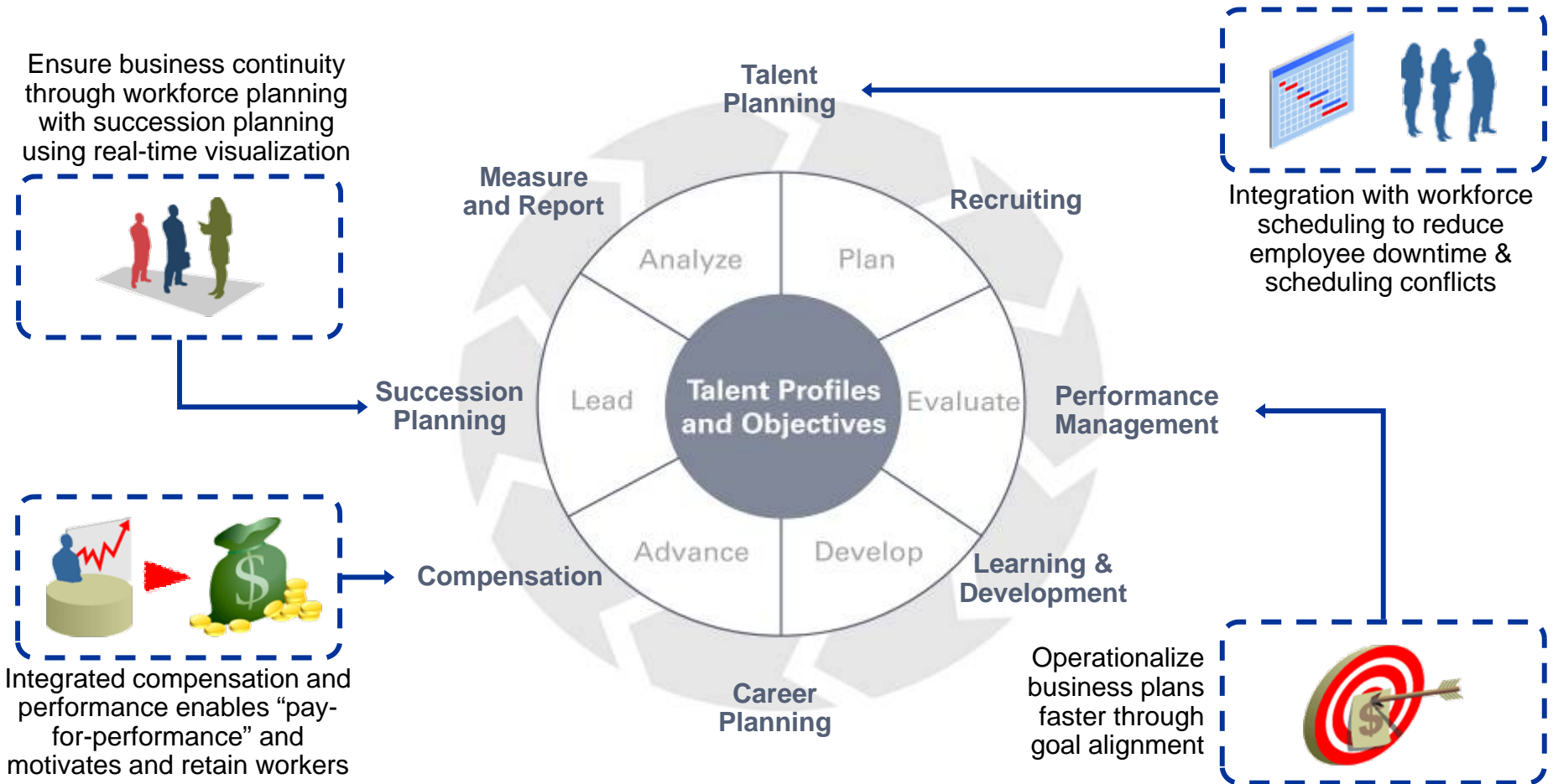
## *HCM Investment Strategy*

- Demonstrated Thought Leadership
  - **New** Career/Succession Planning
  - Expansion of Talent Management
- Commitment to Customer Satisfaction
  - Expansion of eCompensation
  - Greater Usability
- Expansion in Industry & Global Markets
  - Contract Pay
  - ELM Localizations
- Legal and Regulatory Updates
- Integration to Other Oracle Solutions



# Talent Management

## *Improving The Talent Management Lifecycle*



***Complete and Integrated Processes with Comprehensive Visibility***

# PeopleSoft HCM 9.1

## Career Planning Employee Self Service

 My Profile

### Career Path

You can view your career path details. You can add movements to or delete movements from your personal career path. You can select one or more career move rows to update your career development plan with your career development area for one or more career move rows.

Betty Locherty

Department: Corporate Finance

Job Title: [Director-Finance](#)

Position: Director-Finance

### Career Progression Chart

Betty Locherty

View your career path(s). You can select the Job Title in the career progression chart to view the job summary information. You can compare your competencies with those of any job in your career path to view gap or fit percentage.

Current Job: Director-Finance

Career Path - Approved/Official



#### Profile Summary - Director-Finance

Job Title: [420050 - Director-Finance](#)

Business Unit: GBIBU Global Business Institute BU

Department: Corporate Finance

Location: Corporation Headquarters

#### Required Competencies

##### Competency Details

Competency	Required Competencies
Abstract thinking	4-Very Good
Takes initiative & follows up	4-Very Good
Resource Planning	5-Expert

#### Profile Comparisons

Select the Compare Myself to Role button below to perform a profile comparison between you and the role Director-Finance.

[Compare Myself to Role](#)

Go to: [Development Plan](#) [Career Path](#) [Interest List](#) [Career Goals](#) [My Profile](#)



# PeopleSoft HCM 9.1

## Career Planning Manager Self Service

### Manage Career Plans

Use the following sections to manage an employee's career plan.

Cynthia Adams

Department: Corporate Accounting      Position: Corporate Controller      Job Title: [Corporate Controller](#)  
\*Effective Date: 26/01/2009      Career Plan Review Date:       Impact of Loss: High   
Date Available:       Projected Retirement Date:       Risk of Leaving: Medium

[Mobility](#)   [Career Path](#)   [Ranking/Potential](#)   [Goals](#)   [Mentoring](#)   [Strengths/Development](#)   [Training Plan](#)   [Development Plan](#)

View mobility preferences defined on the employee's person profile.

▼ **Mobility Preferences**

**Employee Willing To**

Relocate       Travel       Take International Assignment

**Obstacle to Mobility**

Obstacle:

**Desired Work Sites**

First Choice	Second Choice
Business Unit: Global Business Institute BU	Business Unit: Global Business Institute BU
Location:	Location:

Geographic Preferences	International Preferences
Preference 1:	Country 1:
Preference 2:	Country 2:
Preference 3:	Country 3:

Save

# PeopleSoft HCM 9.1

## Succession Planning with Real Time Visualization

The screenshot displays the Oracle PeopleSoft HCM 9.1 Succession Planning interface. The main area shows an organizational hierarchy with nodes for Douglas Jones (Finance Director), John Smith (Finance Manager IV), Ken Wills (Finance Manager V), Sandy Smith (Finance Manager), and Adam Thomas (Financial Analyst). Each node includes details on Impact of Loss and Risk of Leaving, and a link to view Successors. A red callout points to the 'Key Person' icon on Ken Wills' node, labeled 'Flag Key Persons'. Another red callout points to the search bar at the top, labeled 'Employee Search'. A third red callout points to the 'Incumbent Details - Ken Wills' panel on the right, labeled 'Display Selected Employee's Profile'. A fourth red callout points to the organizational chart, labeled 'View Organizational Hierarchy'. The right-hand panel shows detailed information for Ken Wills, including contact details, location, and performance metrics. Below this, the 'Successor Details - Ken Wills' section shows a Succession Plan ID of 55, an Effective Date of 1/1/2007, and a Plan Status of Proposed. A table of candidates is also visible, listing Melissa Mayer, Steve Martin, and Sandy Loorie with their respective Succession Readiness, Impact of Loss, and Risk of Leaving.

**Employee Search**

**Display Selected Employee's Profile**

**Flag Key Persons**

**View Organizational Hierarchy**

**Incumbent Details - Ken Wills**

**Person Details**

**Successor Details - Ken Wills**

Rank	Name	Slate Status	Succession Readiness	Impact of Loss	Risk of Leaving
1	Melissa Mayer	Active	◆	High	Low
2	Steve Martin	Active	■	Med	Med
3	Sandy Loorie	Active	●	Low	Med

# PeopleSoft HCM 9.1

## Succession Planning with Real Time Visualization

The screenshot displays the Oracle PeopleSoft HCM 9.1 Succession Planning interface. The main window is titled "Succession Planning" and features a search bar at the top with fields for "Name", "Last Name", and "Empl ID". Below the search bar, there are filters for "Key Person", "Now", "1-2yrs", "3-5yrs", "Emergency", and "Retirement". The interface is divided into several sections:

- Organizational Hierarchy:** A tree view on the left shows the reporting structure. Douglas Jones (Finance Director) is at the top, with three successors. Below him are John Smith (Finance Manager IV), Ken Wills (Finance Manager V), and Sandy Smith (Finance Manager). Ken Wills has four successors: Adam Thomas (Financial Analyst), Melissa Mayer (Sr. Vice president), Steve Martin (Vice president), and Sandy Loorie (Vice president).
- Employee Search:** A callout points to the search bar at the top.
- Incumbent Details - Ken Wills:** A callout points to the "Incumbent Details" tab, which shows personal information such as email, location, telephone, and address. It also displays "Years of Service: 5", "Cost Center: L41 - Finance", "Talent Group: Top Performer ★★★★★", "Impact of Loss: High", and "Risk of Leaving: Low".
- Flag Key Persons:** A callout points to a sun icon next to Ken Wills in the hierarchy, indicating he is a key person.
- Identify Potential Successors:** A callout points to the "Successor Details - Ken Wills" section, which shows a table of potential successors for Ken Wills.
- View Organizational Hierarchy:** A callout points to the organizational chart on the left.

**Successor Details - Ken Wills**

Succession Plan ID: 55      Effective Date: 1/1/2007  
Succession Plan Type: Person      Plan Status: Proposed  
Total Successors: 3

Rank	Name	Slate Status	Succession Readiness	Impact of Loss	Risk of Leaving
1	Melissa Mayer	Active	◆	High	Low
2	Steve Martin	Active	■	Med	Med
3	Sandy Loorie	Active	●	Low	Med

Buttons: Save, Manage Succession Plan

# PeopleSoft HCM 9.1

## Succession Planning with Real Time Visualization

The screenshot displays the Oracle PeopleSoft HCM 9.1 Succession Planning interface. The main window is titled "Succession Planning" and features a search bar with fields for "Person", "Name", "Last Name", and "Empl ID". Below the search bar, there are filters for "Key Person", "Now", "1-2yrs", "3-5yrs", "Emergency", and "Retirement". The interface shows an organizational hierarchy with several employee profiles, each including their name, title, impact of loss, and risk of leaving. A callout box highlights "Flag Key Persons" with a star icon next to Ken Wills. Another callout box points to the "Employee Search" field. A third callout box indicates "Collapse Sub-Screens As Needed" near the "Incumbent Details - Ken Wills" and "Successor Details - Ken Wills" sections. The "Successor Details" section includes a "Rating Box" with radio buttons for "Performance/Potential", "Behavior/Influence", and "Performance/Retention". A 9-box grid is visible, with "Potential" on the vertical axis (High, Medium, Low) and "Performance" on the horizontal axis (Low, Medium, High). A callout box points to the grid, stating "View Potential Successors in a Configurable 'Rating Box' (i.e. 9 Box)". The grid shows several potential successors, including Steve Martin, Melissa May..., and Sandy Lorie. A "Save" button and a "Manage Succession Plan" link are also visible.

**Employee Search**

**Collapse Sub-Screens As Needed**

**Flag Key Persons**

**View Organizational Hierarchy**

**View Potential Successors in a Configurable "Rating Box" (i.e. 9 Box)**

# PeopleSoft HCM 9.1

## *Success with Recruiting Solutions*

### **New and Enhanced Integrations**

- Microsoft Outlook Calendar (Whoo-hoo!)
- PeopleSoft Profile Manager
- PeopleSoft Services Procurement

### **Online Job Offer Acceptance**

### **Questionnaire Enhancements**

- Knock-out Questions
- Free Form Questions
- Default Question Sets

### **Improved Usability**

- Improvements for Candidates & Recruiters
- Print Job Openings and Resumes





# PeopleSoft Recruiting

## Success with Recruiting Solutions

**▼ Judy Wheeler**  
**Applicant Name:** Judy Wheeler      **Applicant ID:** 237  
**Applicant Type:** External Applicant      **Preferred Contact:**

**▼ Interview 1 - Date : 2009-10-06 from 9:00 AM to 10:00 AM**  
**Interview Status:** Unconfirmed   
**Interview Type:** Inhouse1       **Initiator:** Betty Locherty

**Applicant Appointment Status:** None          **Notify Applicant**

**Interview Details**  
**Date:** 06/10/2009    
**Time Zone:** PST       **Start Time:** 9:00AM      **End Time:** 10:00AM

**▼ Interview Schedule**      [Customize](#) | [Find](#) |  |       First  1 of 1  Last

Interviewer ID	Interviewer Name	Date	Start Time	End Time	Time Zone	Appointment Status	Comments	Availability
L00001 <input type="button" value="m"/>	Anna Rodriguez	06/10/2009	9:00AM	10:00AM	PST	None <input type="button" value="v"/>	<input type="button" value="m"/>	<input type="button" value="c"/> <input type="button" value="t"/>

[Add Interviewer](#)       **Notify Interview Team**

**Venue Information**      [Customize](#) | [Find](#) | [View All](#) |  |       First  1 of 1  Last

Venue	Email	Appointment Status	Comments	Availability
Conference Room 1 <input type="button" value="m"/>	confroom1@system.com	None <input type="button" value="v"/>	<input type="button" value="m"/>	<input type="button" value="c"/> <input type="button" value="t"/>

[Add/Maintain Venue Information](#)

**Location**  
 Room 1,  
 Ground Floor,  
 Global Business Centre,  
 549 Sudwich Boulevard



# PeopleSoft Recruiting

## *Success with Recruiting Solutions*

[Careers Home](#) [Job Search](#) [My Saved Jobs](#) [My Saved Searches](#) [My Career Tools](#)

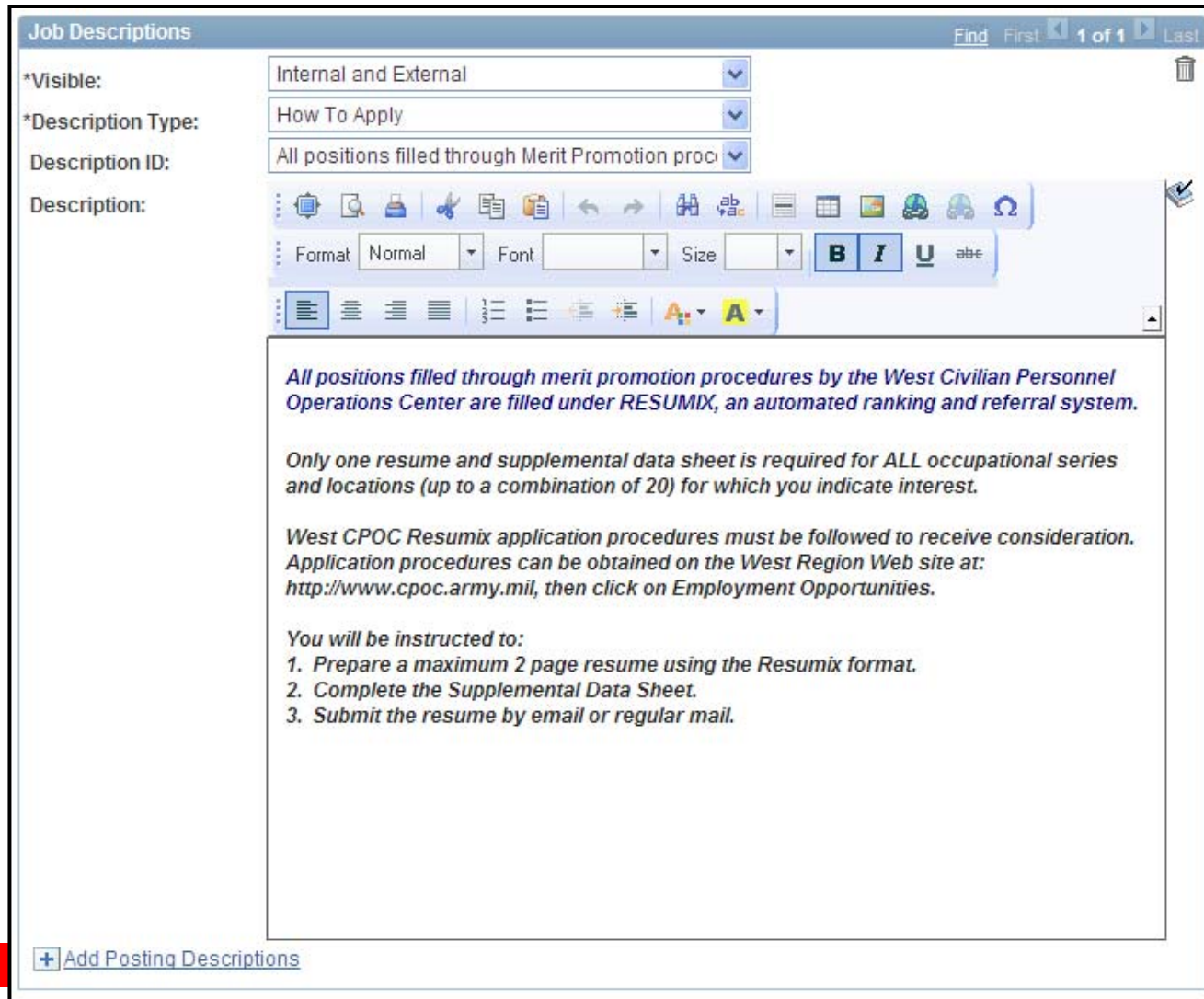
### Job Openings that Match Your Profiles

Select one from your Person, Job or Interest List profiles below then press 'Search' to find Job Openings that match the profile selected.

Profile Information			
	Profile Type	Profile ID	Description
<input checked="" type="radio"/>	Person Profile	100424	Betty Locherty
<input type="radio"/>	Job Profile	150004	Dir-Finance
<input type="radio"/>	Job Profile	150004	Dir-Finance
<input type="radio"/>	Job Profile	100730	Director-Finance
<input type="radio"/>	Interest Profile	100885	Admin Assistant
<input type="radio"/>	Interest Profile	100886	Analyst - Financial
<input type="radio"/>	Interest Profile	100887	Accountant
<input type="radio"/>	Interest Profile	100888	General Clerk

# PeopleSoft Recruiting

## Word Processing in Job Postings



The screenshot displays the 'Job Descriptions' interface in PeopleSoft. At the top, there is a search bar with 'Find First 1 of 1 Last'. Below this are several filter fields: '\*Visible:' set to 'Internal and External', '\*Description Type:' set to 'How To Apply', and 'Description ID:' set to 'All positions filled through Merit Promotion pro'. The main area is a rich text editor with a toolbar containing icons for copy, paste, undo, redo, bold, italic, underline, and text color. The text in the editor is formatted as follows:

*All positions filled through merit promotion procedures by the West Civilian Personnel Operations Center are filled under RESUMIX, an automated ranking and referral system.*

*Only one resume and supplemental data sheet is required for ALL occupational series and locations (up to a combination of 20) for which you indicate interest.*

*West CPOC Resumix application procedures must be followed to receive consideration. Application procedures can be obtained on the West Region Web site at: <http://www.c poc.army.mil>, then click on Employment Opportunities.*

*You will be instructed to:*

- 1. Prepare a maximum 2 page resume using the Resumix format.*
- 2. Complete the Supplemental Data Sheet.*
- 3. Submit the resume by email or regular mail.*

At the bottom left of the editor, there is a link: '+ Add Posting Descriptions'. At the bottom right of the entire interface, the 'ORACLE' logo is visible.

# PeopleSoft HCM 9.1

## *Maximizing Performance with ePerformance*

### **Goal Alignment**

- Identify and visually display cascading goals

### **Employee Access**

- Employees can access relevant organizational goals
- Employees can adopt or create related objectives

### **Objective Distribution**

- Managers can create/push objectives to employees' documents

### **Usability Enhancements**

- Streamlined documentation creation process
- Delivered/viewable audit trails
- More configuration options



# PeopleSoft ePerformance

## Visualize Business Objectives

**Search for Business Objectives**

First Name:  Last Name:  Department Title:  Search [Return to Previous Page](#)

---

**View Objectives**

### 2009 Objectives for the Payroll Department

Department: 13120 - Payroll  
Period: 01/01/2009 To: 12/31/2009  
Objective Plan: 2009 2009 Business Objectives  
Objectives Owner: Jill Chancelor  
Title: Manager  
Template ID: KCOR

[Use These Objectives](#)


[Expand All](#) [Collapse All](#)

▼ **Section 1 - Custom**

- ▶ Provide Employee
- ▶ Answer Customer
- ▶ Follow Corporate

▼ **Section 2 - Profitab**

- ▶ Effectively Manag



**Performance Document**

### Add a Goal

Shawn Quilligan, Analyst-Financial  
Performance Document: 01/01/2009 - 12/31/2009

You have chosen to add a new goal.

You can either enter a new goal on your own or choose a goal already defined in the system. When you are finished, select the Next button to continue.

- Add pre-defined goal
- Add your own goal
- Copy goal from Business Objectives
- Copy goal from My Document

[Next](#)

[Return to Performance Criteria](#)

# PeopleSoft ePerformance

## Auditing and Alignment

**Performance Document - Performance Document**

---


### Goal Detail

Jill Chancellor, Manager-Payroll  
Performance Document: 01/01/2009 - 31/12/2009

**Title:** Provide Employees with Acco

**Description:** Provide Employees with Accu  
each organizations payroll ca

**Status:**

**Due Date:** 31/12/2009  (example 1


Stretch Goal

---

**Align Goals Section to Business Objective**

**Business Objectives :** [2009 Objectives for the Payroll D](#)

**Section Type:** Customer Loyalty

**Aligns To Objectives:** Ensure Customer Satisfaction  
 This Objective was modified on 200

**Created By:** Betty Locherty 17/07/2009 4:

[Return to Update Goals Criteria](#)

### Objective Alignment Chain

#### 2009 Objectives for the Finance Organization

**Objective:** Ensure Customer Satisfaction

**Description:** Ensure customer satisfaction through quality service and ood customer care.



#### 2009 Objectives for Finance & Administration

**Objective:** Ensure Customer Satisfaction

**Description:** Ensure customer satisfaction through quality service and ood customer care.



#### 2009 Objectives for GBI - Commercial

**Objective:** Ensure Customer Satisfaction

**Description:** Ensure customer satisfaction through quality service and ood customer care.

# PeopleSoft HCM 9.1

## *eCompensation Improvements*

- Plan and allocate various compensation types based on budget and performance
  - Annual Salary Admin
  - One-Time Bonus Allocation
  - VC Awards
  - Stock Awards
- Leverage a grid-like user interface for greater usability
- Delegate compensation process authority and approvals
- Use compensation allocation decision making tools like embedded analytics





# PeopleSoft HCM 9.1

## eCompensation

Organization Summary Data

Organizational Summary | My Direct Reports

Plan	Total Eligible Employees	Total Eligible Salaries	Total Funded Amount	Total Proposed Amount	Balance
Salary Increase	28	1,815,406.78	54,462.200000	54,462.200000	0.000000
Cash Bonus	28	1,815,406.78	160,000.000000	0.000000	160,000.000000
NQ Stock Option	18	1,254,540.00	55,000.000000	0.000000	55,000.000000
Restricted Stock	4	540,750.00	100,000.000000	0.000000	100,000.000000

Salary Increase | Cash Bonus | NQ Stock Option | Restricted Stock

Direct Reports

Name	Current
<a href="#">Vandermoot,Dirk</a>	
<a href="#">Di Benedetto,Rhonda</a>	
<a href="#">Hubball,John</a>	
<a href="#">Thomas,Victoria</a>	
<a href="#">Jenkins,Jamal</a>	

Indirect Reports

Empl ID and Record	Name
<a href="#">KUV085_000</a>	Jamal Jenkins
<a href="#">KUV023_000</a>	Rhonda Di Benedetto

### Allocate Compensation

#### Direct Reports

Name: Rhonda Di Benedetto Search Name:

Job Title: Director-R&D

#### Salary Proposals

Customize | Find | First 1 of 3 Last

Plan	Exclude	Currency	Current Salary	Prorate Factor	Funded Amount	Funded Percent	Change Amount	Proposed Percent	Other Changes	Proposed Annual Rate	Proposed Annual Percent	Other Compensation	T P R
Merit Increase	<input type="checkbox"/>	USD	128,750.00	1.000000	3,862.50	3.00	3,862.50	3.00	0.00	132,612.50	3.00	0.00	

#### Other Proposals

Customize | Find | First 1-3 of 3 Last

Plan	Exclude	Currency	Current Salary	Target Award	Target Percent	Funded Award	Funded Percent	Proposed Award	Modifier	Other Cash Awards	Total Cash Awards	Funding Balance
Cash Bonus	<input type="checkbox"/>	USD	128,750.00	1,287.50	1.00	1,287.50	1.00	1,287.50	100.00	0.00	1,287.50	
NQ Stock Option	<input type="checkbox"/>	USD	128,750.00	500.00	0.00	500.00	0.00	0.00	0.00	1,287.50	1,287.50	5
RSA Stock Award	<input type="checkbox"/>	USD	128,750.00	1,900.00	0.00	1,900.00	0.00	0.00	0.00	1,287.50	1,287.50	1.9

Employee Information

# PeopleSoft HCM 9.1

## *Time & Labor Improvements*

- Integration with Oracle Workforce Scheduling
- Adoption of PeopleSoft's Approval Workflow Engine (AWE)
- Provide Time Reporting Codes to Enhance Mass Time Reporting
- Import/Export Rules via an Online Tool
- Greater Synchronization and Integration Between HCM and Financials with Full Project ChartField Integrations

*Improve Workforce Productivity  
Increase User Satisfaction*



# PeopleSoft HCM 9.1

## *Absence Management Enhancements*

- Delivered Integration to Oracle Workforce Scheduling
- Administer the Start and End Time in:
  - Absence Event Entry\*
  - Absence Employee and Manager Self Service\*
- Extended Leave Framework (e.g. support FMLA)
- PDF and Document Attachments
- Leave Donations

***Reduce Administrative  
Overhead Associated with  
Managing Absences***



# Oracle Workforce Scheduling

## *Delivered Integration*

### **Delivered Integration to PeopleSoft Time & Labor**

- Send Employees' Schedule Preferences and Reported Time
- Receive Employees' Optimized Schedule

### **Delivered Integration to PeopleSoft Absence Management**

- Enable Absence Start and End Time Entry
- Share Absence Information

***Bi-Directional and Near  
Real-Time Integration  
Reduces Employee  
Downtime & Scheduling  
Conflicts***



# PeopleSoft HCM 9.1

## *Expanded North America Payroll Functionality*

**Flexible Pay** - Configurable Retroactive Pay & Contract Pay to Accommodate Varying Compensation Models (e.g. Education)

**Integration** - Greater Synchronization and Integration Between HCM and Financials

**Data Loading** - Additional Flexibility to Load Paysheets from Microsoft Excel

**Expanded balances** - Increase the Accumulated and Check Dollar Balances for Earnings and Taxable Wages

# PeopleSoft ELM 9.1

## *Learning Management Enhancements*

- **Adoption of Approvals Workflow Engine**
- **Enhanced Notification Options**
- **Increased Learner Portfolio Management**
- **Learning Objectives**
- **Increased Compliance (SCORM 2004)**
- **Improved Usability**





# Edge Products

## *Workforce Communications (NEW)*

PeopleSoft Workforce Communications (WFC) is a comprehensive solution for planning and deploying HR programs and the delivery of surveys to the workforce for the purpose of;

- Workforce alignment to organizational goals
- Reduction of risk
- Reduction/containment of workforce costs.

Workforce Communications allows you to manage internal communications with the same expertise as your customer communications.

# WFC – Leadership Assessment Sample

The image shows a screenshot of a web-based leadership assessment form. At the top left, there is a logo for 'gbi<sup>2</sup>fit' with the tagline 'Live Healthy, Be Happy'. Below the logo, the title 'Leadership Assessment' is displayed. The main content area is titled 'Leadership Skills' and contains four questions, each with three radio button options. The questions are: 1) 'How would you rate your ability to influence your team?' with options: 'Actively attempts to sway others through direct commands', 'Open to other ideas and listens actively to others', and 'Coaches others in desired ways to ace'. 2) 'How would you describe your ability to establish in other team members a commitment to achieve results by making them accountable?' with options: 'Is able to establish commitment through directly telling people what to do', 'Listens to others ideas and then directs members to be accountable', and 'Use well organized action plans and delegates tasks through collaboration and situational management to make people accountable'. 3) 'How would you rate your team's desire to do well and work to a high standard?' with options: 'Sets own standard and work toward it', 'Asks directly what is expect of him/her', and 'Collaborates with others and then sets standards to work towards them'. 4) 'What is your ability to make formal and logical deductions using models and formulas?' with options: 'Consistently uses formal and logical deductions successfully', 'Sporadically has ability to make formal and logical decisions', and 'Uses formal and logical deductions but needs developing further'. At the bottom of the form, there is a 'Submit' button. Three annotations with arrows point to specific parts of the form: 'Section Header' points to the 'Leadership Skills' title, 'Survey Questions' points to the first question, and 'Submit Button' points to the 'Submit' button.

**gbi<sup>2</sup>fit**  
Live Healthy, Be Happy

## Leadership Assessment

### Leadership Skills

How would you rate your ability to influence your team?

- Actively attempts to sway others through direct commands
- Open to other ideas and listens actively to others
- Coaches others in desired ways to ace
- Influences others by acting in desired way themselves and delegates work in an organized fashion

How would you describe your ability to establish in other team members a commitment to achieve results by making them accountable?

- Is able to establish commitment through directly telling people what to do
- Listens to others ideas and then directs members to be accountable
- Use well organized action plans and delegates tasks through collaboration and situational management to make people accountable

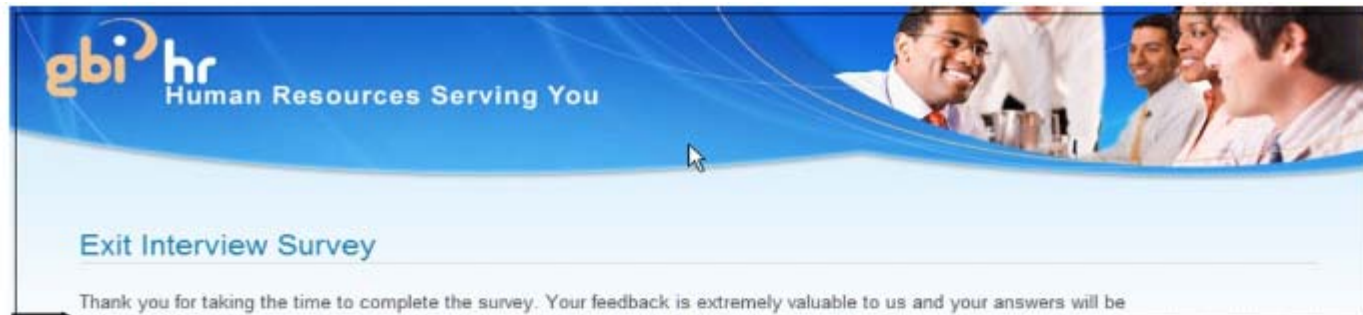
How would you rate your team's desire to do well and work to a high standard?

- Sets own standard and work toward it
- Asks directly what is expect of him/her
- Collaborates with others and then sets standards to work towards them

What is your ability to make formal and logical deductions using models and formulas?

- Consistently uses formal and logical deductions successfully
- Sporadically has ability to make formal and logical decisions
- Uses formal and logical deductions but needs developing further

# WFC – Exit Interview Sample



Question

What were the factors in your decision to leave?

- Child/House Care
- Dissatisfied with Compensation Policies
- Dissatisfied with Fellow Workers
- Dissatisfied with Promotion Opportunities
- Dissatisfied with type of work
- Dissatisfied with work conditions
- Dissatisfied with hours
- Dissatisfied with location
- Dissatisfied with pay
- Dissatisfied with supervision
- Family reasons
- Health reasons
- Illness in Family
- Marriage
- Personal reasons
- Return to school

Multiple Choices

What was most satisfying about your job?

Textbox

What was least satisfying about your job?

Did you receive enough training to do your job effectively?

Yes  No

Yes/No

Did you receive adequate support to do your job?

Yes  No

# WFC - Web Document Example

The screenshot shows a website for 'gbi fit' with the tagline 'Live Healthy, Be Happy'. The header features a blue banner with the logo and a collage of images including a person running, a sunflower, a person with a pedometer, and a person with a basketball. Below the banner, there are several content blocks:

- Be Healthy, Be Happy:** A yellow box with a woman's image and text: "Be Healthy, Be Happy is our motto and our passion. We are here to offer you programs, resources and a community to help you achieve a healthier, happier life through health and wellness."
- News:** A section with a photo of a table with food and text: "The 7th Annual Health & Wellness Fair Is Coming! What: Learn more about the health and wellness offerings from our local partners. When: October 25th, 10:00 am to 2:00 pm".
- Resources:** A section titled "Learn more about how you can improve your health" with a list of links: "Back health", "Fitness", "Weight Loss", "Nutrition", "Company sponsored sports teams", and "Heart Health".
- Group Fitness and Community Updates:** A section with three sub-items: "Walk-a-Thon" (with a photo of a person walking), "New Moms Fitness Group" (with a photo of a woman exercising), and "Workout Buddies" (with a photo of a person lifting weights). Each item includes a brief description and a link to more information.
- My News:** A section with a personalized message: "Jill Jackson, check out our new acupuncture therapist!". An arrow points from the text "Personalized Message" to this message.

# Edge Products

## *Oracle Business Intelligence Enterprise Edition 7.9.6*

- **Prebuilt Data Warehouse**
- **Preconfigured Extract, Transform and Load (ETL)**
- **Premapped Data**
- **Predefined library of dashboards, metrics and reports**
  - **Recruiting Analysis**
  - **Leave & Absence Analysis**
  - **Workforce Analysis**

It's about...

# Data **vs** Insight

- Employee Headcount
- Open Requisitions
- Turnover Rate Reports
- Terminations Reports
- Performance Ratings

- At Risk Employees
- Compensation Analysis
- Referral Source Analysis
- Turnover Analysis
- Predictive Indicators





8000

*Predefined Assets*

**111** Dashboards (9 HR)

**429** Dashboard Pages (45 HR)

**3268** Reports (238 HR)

# PeopleSoft HCM 9.1

## *Release Themes*

- Flexibility
- Intelligent Business Execution
- Organizational Effectiveness



# Upgrading to PeopleSoft HCM 9.1

