

White Paper



Infosys Co-Existence for Oracle Fusion Talent Management

Piyush Kapoor

Overview

Time and again organizations have felt the need to have a standard set of processes to:

- Monitor the skills and competencies of their workforce.
- Assign measurable goals to the workforce, which are aligned to the organizational goals.
- Have an objective and robust performance evaluation framework for the entire employee pool.
- Have a means to identify employee aspirations, gaps in achieving the same and identifying right career development paths.
- Review and identify organizations top talent and rewards.
- Maintain a healthy pipeline of candidates and successors for key positions in the organization
- And finally a way to connect all the data from Goal, Performance and Appraisal processes to Employee Compensation Management.

“Oracle Fusion Talent Management”
helps to achieve all of the above and more.

Introduction

With the launch of Oracle Fusion Talent Management clients have basically 3 options for their future applications roadmap:

1

Clients can choose to continue on their latest Oracle PeopleSoft/ Oracle E-Business Suite environment and continue to derive benefits from future releases of the products as they are released

2

Clients can choose to opt for the Co-Existence approach, and implement Oracle Fusion Applications in a Step-by-Step manner coinciding with the availability of the modules in the market while retaining the core functionality of their resident environments.

3

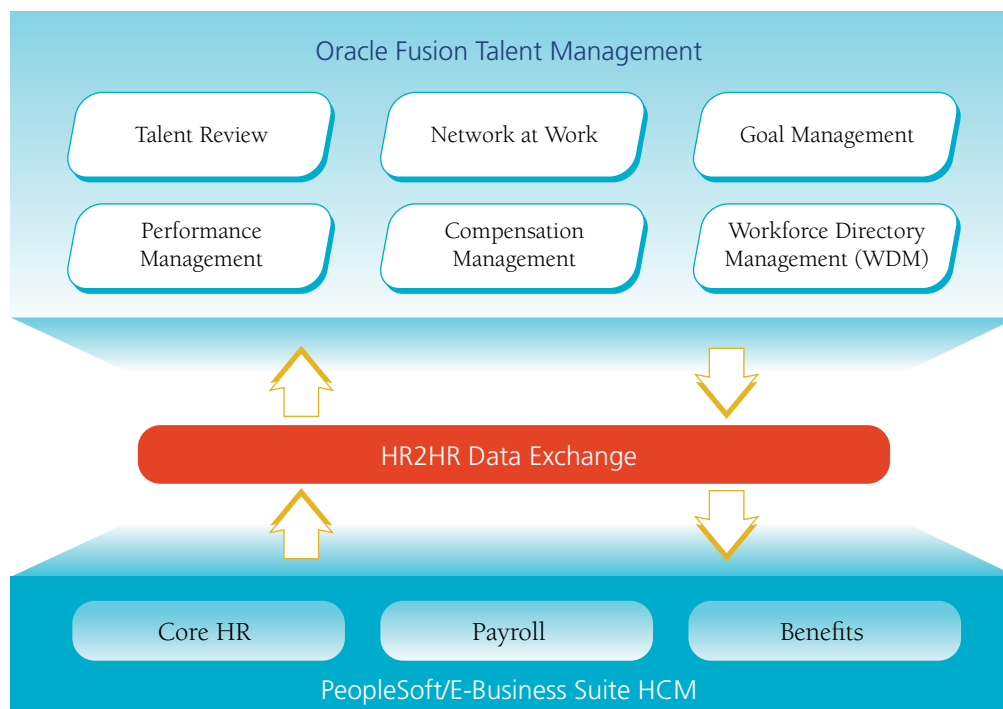
And lastly clients can choose to upgrade their application to Oracle Fusion Applications either by pillar or as a whole whenever the applications are available and they are ready for upgrade.

Co-Existence Model

Co-Existence Model allows clients to leverage the best of breed solutions from Oracle Fusion Applications while continuing to use their existing application landscape for Core HR, Payroll and Benefits related transactions.

The Model follows a Data Centric approach to provide an effective solution for a seamless data transfer between Oracle Fusion Applications and PeopleSoft/E-Business Suite Environments.

Data Centric approach is supported by Oracle Fusion Applications multi-pillar replication and HR2HR interfaces. Integrations and Interfaces delivered out of the box with the product allow for a seamless data transfer, validation and transformation from PeopleSoft/E-Business Suite environments to the Oracle Fusion Applications environment. Oracle Enterprise repository provides further information on integration interfaces for Oracle Fusion Applications.



Business Value

INTEGRATED APPLICATIONS

Oracle Fusion Talent Management provides a tight integration between the PeopleSoft/E-Business Suite Environments and Oracle Fusion Applications on a backbone of robust and feature rich middleware ensuring a seamless delivery of functionality and data across application landscape.

Out of the box delivered integration points reduce the effort in setting up integration of the disparate applications.

ORACLE FUSION WORKFORCE DIRECTORY MANAGEMENT

Oracle Fusion Workforce Delivery Management delivers value by providing the functionality for searching employee directory, generates a graphical organizational chart with actionable buttons simplifying employee data maintenance for managers and provides a one stop shop for a number of employee self-service related tasks like maintenance of Profile data, Goals and Performance evaluation. Core employee data Benefits, Contract Details, etc. would still be maintained in the native client HCM environment.

ORACLE FUSION EMBEDDED ADVANCED ANALYTICS

Oracle Fusion Embedded Advanced Analytics in the UI delivers a graphical representation of key data allowing for quicker and precise decision making by the stakeholders. The analytics delivered can be both transactional as well as historical ensuring that stakeholders have up to data as well as conserved history of the data points boosting a quick and effective decision making process. E.g. A 9-Box with historical data charting capability, in Talent Review delivers a rich point and drag functionality helping managers and reviewers take an informed decision in an easy and objective manner.

BEST OF BREED TALENT MANAGEMENT SOLUTION

Tightly integrated Goal Management, Performance Management, Talent review and Compensation Management modules allow for a highly effective Talent Management solution.

Organizational goals can now be set and aligned to Employee's Performance goals. Employee's performance can be evaluated against the aligned Performance Goals and Talent Review takes a more holistic approach to employee's performance and potential by utilizing delivered 9-Box functionality. Compensation Management integrated with the Goal, Performance and Talent review modules lets managers to effectively manage employee compensation based on their Performance and the Talent review process outcomes, ensuring a performance based compensation approach.

NETWORKING

Employees can now tag their skills and interests allowing other colleagues to view the same. They can network with colleagues, mentors and managers using the Network at Work functionality, building groups of well-connected individuals who are working towards common interests. This leads to employee recognition, productivity improvements and faster project completions. Employees can also acknowledge help or guidance provided by other employees in an organization by sending Kudos using the network at work functionality.

Customer Scenario

Scenario 1

A large Pharmaceutical company with a global workforce has its global operations in 10 different countries. The client has been seeing a decline in productivity and thereby decline in profitability over a period of time. Additionally the appraisal process currently is not standardized and leads to a lot of manager subjectivity in computation of end results.

Though the company was fine with their PeopleSoft HCM environment they wanted to implement Talent Management modules to leverage the functionality and hence were looking for an upgrade.

In this scenario the Oracle Fusion Applications Co-Existence model for Talent Management would be a right fit for them. Instead of upgrading their PeopleSoft environment for utilizing Talent Management features, the client can leverage the Oracle Fusion Applications Co-Existence approach ensuring a best of breed solution integrated with their native environment.

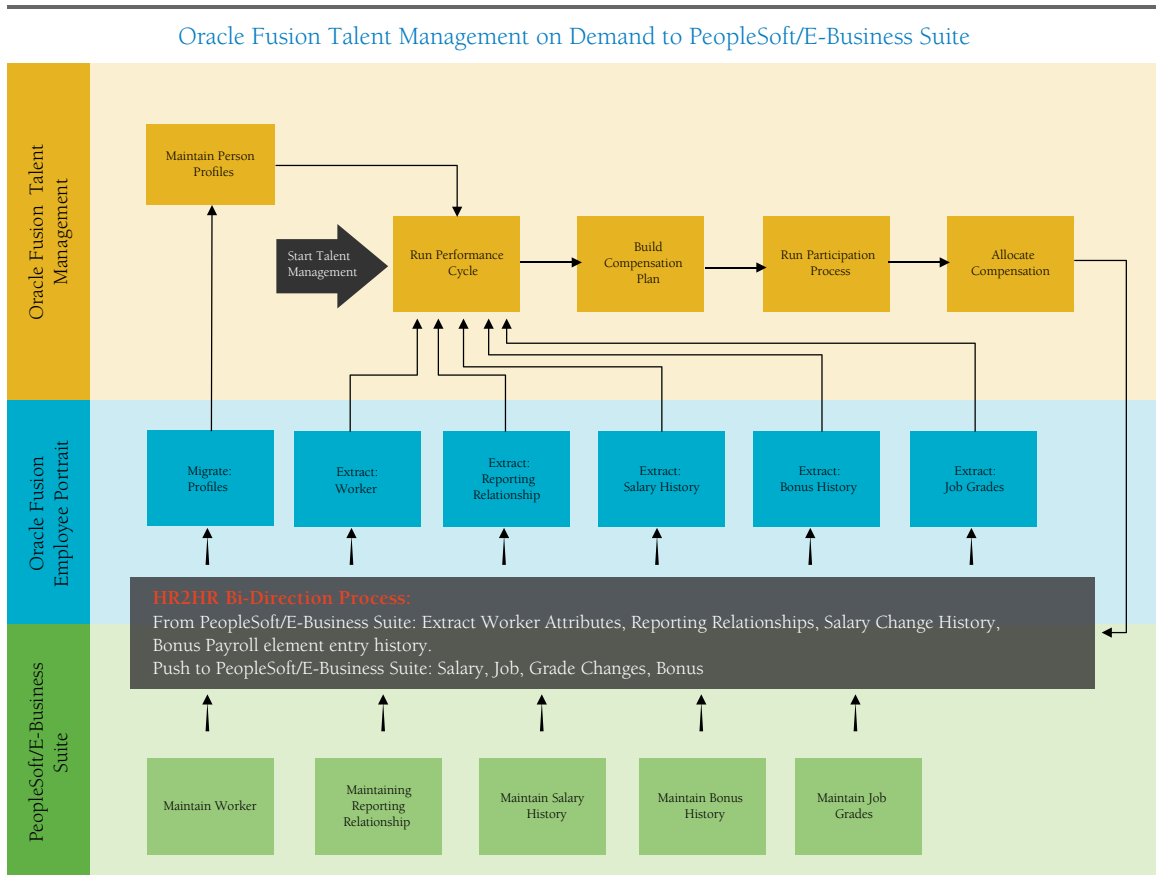
Scenario 2

A large Oil & Gas company with 50K+ employees worldwide wants to implement Talent Management processes but are looking for a 3rd Party solution to implement them since their current E- Business Suite environment doesn't support a robust Talent Management suite as per their requirement.

Oracle Fusion Talent Management can be a strategic fit in this scenario, filling the gap perfectly from maintaining goals, evaluation of performance, review of talent and assigning compensation based on employee performance. Additionally with the Co-Existence model the client can continue to retain their critical Business Processes on their PeopleSoft/ E-Business Suite environments.

Oracle Fusion Talent Management On Demand to PeopleSoft/E-Business Suite

Business Process Flow



The Talent Management process starts off with maintaining of Performance History and Person Profile related data. The core data is fetched from the PeopleSoft/E-Business Suite environments to supplement the Profile and Performance data. The data fed from Profiles and Performance processes is fed into the Performance cycle and an employee's performance over a period of time is rated. Post the Performance rating, Compensation plans are built and based on an employee's performance ratings and appropriate changes are made to his/her compensation.

Compensation data is then fed back to the PeopleSoft/ E-Business Suite environment via delivered interfaces thus closing the business process loop from PeopleSoft/ E-Business Suite to Oracle Fusion Talent Management and then back to native HCM environment.

Module Information

Oracle Fusion Workforce Directory Management

Oracle Fusion Workforce Directory Management is the central component of the Co-existence scenario. Oracle Fusion Workforce Directory Management delivers a set of basic services via HCM Foundation in case of non-HCM implementations. It also delivers advanced features like Person Gallery, Organization Chart and Person Portrait providing an enriching user experience.

Person Gallery utilizes relevance based searches, ensuring that meaningful results are returned every time a user looks someone up in the organization. Organizational chart is delivered with actionable buttons giving managers a one-stop shop to their Direct Reports data reducing the click count to perform a certain task. Person portrait provides a one-stop shop to an employee to perform self-service tasks. Employees can network, collaborate and provide status updates using delivered Network at work functionality ensuring better productivity and performance.

HR2HR Interface

Oracle Fusion HCM delivers integration interfaces out of the box to extract data from HCM native environment into Oracle Fusion HCM and to push Compensation changes related data from Oracle Fusion Compensation Management back to PeopleSoft/-E-Business Suite environment. Apart from the pre-configured interfaces Oracle also is releasing, Oracle Fusion Applications and Oracle Enterprise Repository, providing visibility into integration interfaces for Oracle Fusion Applications. The service can be licensed by the client and is either hosted by Oracle or can be deployed on client premises.

Oracle Fusion Goal Management

Oracle Fusion Goal Management provides a flexible and feature rich functionality to the organizations to setup a set

of goals for their entire workforce. It provides employees to set their Performance and Development goals. The application provides employees the functionality to align their Performance goals to the organizational goals. Employees can set additional goals and share the same with their colleagues.

Oracle Fusion Performance Management

Oracle Fusion Performance Management provides the means to evaluate the performance goals setup by an employee or the manager. The application allows for multiple evaluation levels of the goals setup in Goal Management.

Oracle Fusion Talent Review

Oracle Fusion Talent Review functionality provides a visual interaction of data for the HR personnel and managers enabling a better engagement of decision makers. Talent Review helps in identifying key talent, assesses risks associated with an employee, tracks employee progress over a period of time and ultimately streamlines the entire talent review process.

Oracle Fusion Compensation Management

Oracle Fusion Compensation Management is a fast, feature rich and easy way to plan an organizations Compensation strategy. Users can research allocations based on embedded analytics, validate decisions based on alerts and summaries setup by the Compensation administrator and enforce a wide range of business rules.

With information being pulled in from Performance Management for an employee's performance, risk of attrition etc. a manager can make a well-judged decision on the compensation allocated to employees.

HR2HR Technical Solution Approach

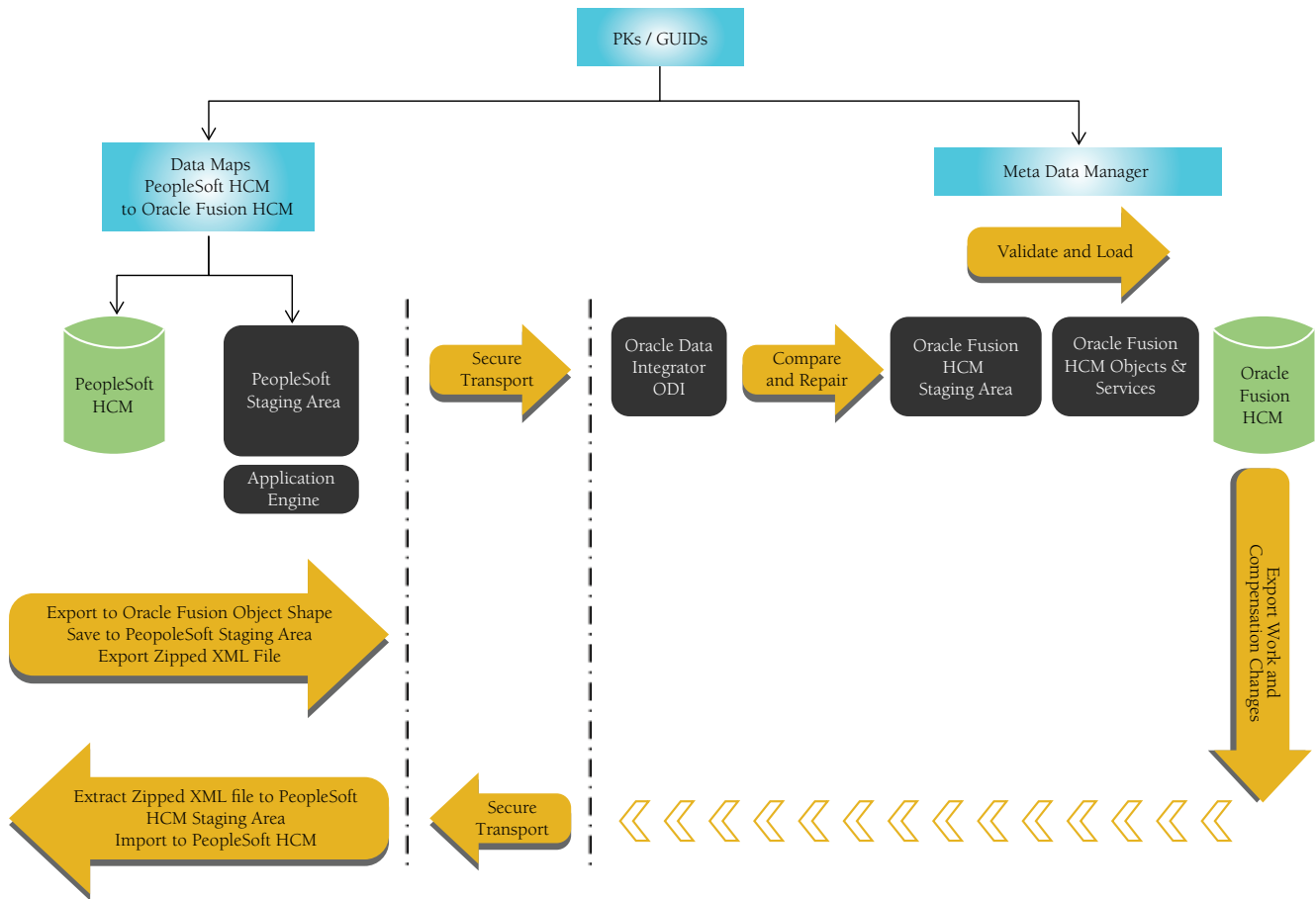
Information exchange between PeopleSoft/E-Business Suite applications and Oracle Fusion Applications includes:

- Personal information like Name, Address, Email, Contact Details, etc.
- Employee's Job related information like Employment data, job family, salary, grade, etc.
- Organization related information like Establishments, Location, BU, Department, etc.

Integration Points

Oracle delivers data extractor solution out of the box to extract the data related to the Business Objects in scope. E.g. in PeopleSoft HCM environment Run Control page and Application Engine would be delivered to run the extract process. Similarly interface would be delivered to import compensation related data from Oracle Fusion Applications into PeopleSoft.

The solution will utilize Oracle Data Integrator and Application Development Framework services for transferring data from Oracle's PeopleSoft/ E-Business Suite environments to Oracle Fusion Talent Management Co-existence environment. Oracle Data Integrator solution (Xref KMs) Extracts, Transforms and Loads (ETL) data into staging area in Oracle Fusion Applications environment and the interfaces map source to the Application Development Framework view structure. Subsequently a Batch Loader process would load the transformed and validated data into the local Application Development Framework services on the Oracle Fusion Talent Management environment.

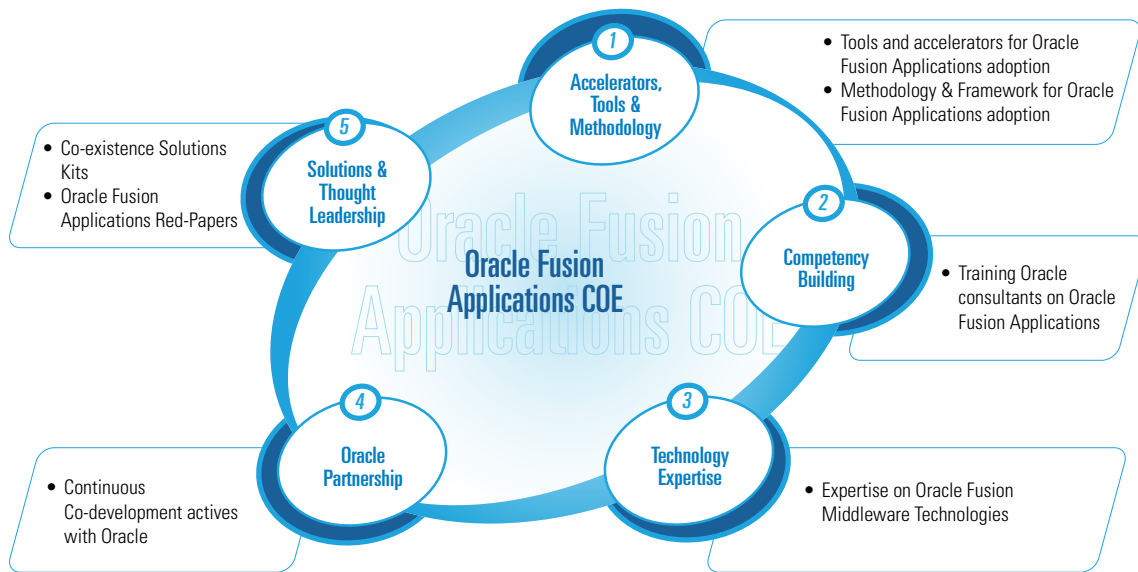


Oracle Fusion Applications Practice at Infosys

Infosys combines technical and industry leading practices to deliver successful business solutions and enables you to maximize returns on your Oracle investments.

The Oracle Fusion Applications Practice at Infosys has significant experience in Oracle Fusion Applications co-development with Oracle and vast consulting experience with Oracle products. Customers get robust implementations, faster rollouts, de-risked upgrades, best quality development and deployment processes.

Oracle Fusion Applications Center Of Excellence (COE) at Infosys



Oracle Fusion Applications Credentials at Infosys

- Over 2000 man months of experience on Oracle Fusion Applications co-development with the Oracle product teams across Financials, CRM, SCM, HCM, Procurement, and Projects including:
 - Oracle Fusion Applications Beta Validation
 - Oracle Fusion Applications Functional and BPM Testing
 - Oracle Fusion Applications Migration Tools development
 - Oracle Fusion Applications Localizations and Industry Solutions Enhancements
- Joint Presentations and Co-Speaking Sessions with Oracle on Oracle Fusion Applications at public forums
- Red papers and Joint Business Solutions with Oracle on CRM, HCM, SCM, Fin, & Technology

The Oracle Alliance logo consists of an orange square with the words "Oracle Alliance" in white text. "Oracle" is in a smaller font above "Alliance".

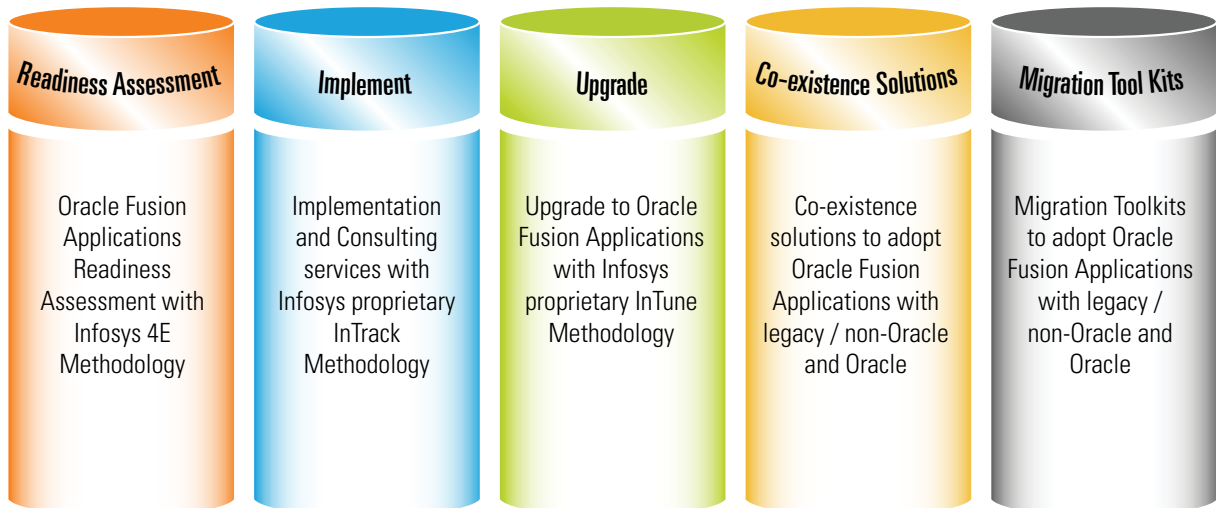
Oracle
Alliance

Infosys is an Oracle worldwide Diamond level partner. This is the highest level of partnership under Oracle PartnerNetwork (OPN).

Early access to new product releases and trainings including beta versions.

Early adopters of new Oracle technology such as Oracle Fusion Applications V1, Oracle Fusion Middleware 11g, E-Business Suite R12 etc.

Infosys Service Capabilities for Oracle Fusion Applications



Infosys Competency of Oracle Fusion Applications

- Global presence with several large full cycle Oracle Applications engagements
- Expertise across the range of Oracle applications product family, including Financials, Procurement, SCM, HCM, and Projects
- Large pool of OPN certified Oracle application consultants in E-Business Suite, PeopleSoft, Siebel CRM and Technology Solutions

Summary

At Infosys we believe that Oracle Fusion Applications will be a game changer for many of our customers who are right now beset with issues ranging from lack of standards based technology to easily configure and optimize their business processes, lack of decision oriented transaction systems by role or business function or the lack of flexibility to use either On Premise or SaaS models.

Oracle Fusion Applications which are built ground up on open Standards Technology, Oracle Fusion Middleware, leverage best of breed infrastructure like SOA, embedded BI, security and Web 2.0 based UI, and are geared towards addressing all the challenges currently faced by clients.

A feature rich Talent Management Suite amply supported by Oracle Fusion Middleware and Oracle Fusion HCM Co-existence model can be an advantage to all those organizations that want to leverage their human capital in an optimal and productive manner without any of the above-mentioned drawbacks.

Companies who don't want to incur additional cost on the middleware infrastructure while at the same time want to leverage Oracle Fusion Talent Management functionality can look at the Oracle Fusion Talent Management On Demand Co-Existence model to drive their Talent Management requirements. With features like Organization Chart, Person Portrait, Embedded Analytics, Talent Review and integrated Compensation Management companies have all they need in one single product to manage their human capital.

Based on Oracle Fusion Middleware, Oracle Fusion Talent Management suite of applications is easy to configure and thereby would lead to business process optimization. The embedded business analytic in the product would greatly help the customers in real time decision-making.

In our opinion, Oracle Fusion Talent Management Co-Existence is an outright winner and game changer.

About the Author

Piyush Kapoor, Senior Consultant, Infosys Limited

Piyush has over 6 years of experience in implementation and management of PeopleSoft HCM solutions with additional experience in upgrade and support of various PeopleSoft HCM modules. Piyush has worked across various Industry verticals as a Functional Consultant and has delivered projects in the US region for Insurance, Retail and Manufacturing industries. He is a MBA (Marketing & Systems) from XIM Bhubaneswar, India and a B.E. (Computer Sc. & Engineering) from O.E.C, Bhubaneswar, India.

Did you know?

Infosys among the world's top 50 most respected companies

Reputation Institute's Global Reputation Pulse 2009 ranked Infosys among the world's top 50 most respected companies.



About Infosys

Many of the world's most successful organizations rely on Infosys to deliver measurable business value. Infosys provides business consulting, technology, engineering and outsourcing services to help clients in over 30 countries build tomorrow's enterprise.

For more information about Infosys (NASDAQ:INFY), visit www.infosys.com.

Global presence

Americas

Brazil: Nova Lima **Canada:** Calgary, Toronto **Mexico:** Monterrey **United States:** Atlanta, Bellevue, Bentonville, Bridgewater, Charlotte, Fremont, Hartford, Houston, Lakeforest, Lisle, Minnesota, New York, Phoenix, Plano, Quincy, Reston, Southfield

Asia Pacific

Australia: Brisbane, Melbourne, Perth, Sydney **China:** Beijing, Dalian, Hangzhou, Shanghai
Hong Kong: Central **India:** Bangalore, Bhubaneshwar, Chandigarh, Chennai, New Delhi, Gurgaon, Hyderabad, Jaipur, Mangalore, Mumbai, Mysore, Pune, Thiruvananthapuram **Japan:** Tokyo
Malaysia: Kuala Lumpur **New Zealand:** Auckland, Christchurch, Wellington **Philippines:** Metro Manila
Singapore: Singapore

Europe

Belgium: Brussels **Czech Republic:** Brno, Prague **Denmark:** Copenhagen **Finland:** Helsinki **France:** Paris, Toulouse **Germany:** Eschborn, Frankfurt, Stuttgart, Waldorf **Greece:** Maroussi **Ireland:** Dublin
Netherlands: Amsterdam **Norway:** Oslo **Poland:** Lodz **Russia:** Moscow **Spain:** Madrid **Sweden:** Stockholm
Switzerland: Basel, Geneva, Zurich **United Kingdom (UK):** London, Swindon

Middle East and Africa

Mauritius: Reduit **UAE:** Dubai, Sharjah

For more information, contact askus@infosys.com

© 2011 Infosys Limited, Bangalore, India. Infosys believes the information in this publication is accurate as of its publication date; such information is subject to change without notice. Infosys acknowledges the proprietary rights of the trademarks and product names of other companies mentioned in this document.

Building
Tomorrow's Enterprise