Oracle HRMS Workbench

ORACLE®
E-BUSINESS SUITE
HUMAN RESOURCES
MANAGEMENT SYSTEM

KEY FEATURES

- Lower your total cost of ownership
- Reduce implementation risk, time and cost
- Use common desktop tools to simplify data conversion
- Enable rapid, reliable, and repeatable configurations
- Manage configuration changes as you evolve
- Quick-start the implementation process

KEY BENEFITS

- Lower total cost of ownership
- Embeds best-practice configuration advice
- Quick start the implementation process

Oracle® HRMS Workbench delivers an integrated configuration management toolset for HR systems that makes it possible to lower the total cost of ownership during implementation and throughout the application lifecycle. The Workbench provides a unified and consistent framework to assist in the evaluation, configuration, deployment and maintenance of sophisticated HRMS applications.

Reduce Implementation Risk, Time and Cost

Within the HRMS Workbench, Oracle is the first major applications vendor to deliver an integrated configuration management toolset for HR systems that makes it possible to lower the total cost of ownership during the implementation phase and throughout the application life cycle..

Dramatically Simplify Configuration and Maintenance Processes

A guided interview process lets multiple users collaborate on the critical configuration decisions for the common Legal, HR and Financial data model that is shared by all modules of the eBusiness Suite. Creation of an xml data file encapsulates detailed setup data in a portable format that can generate a working configuration on one or more installed systems
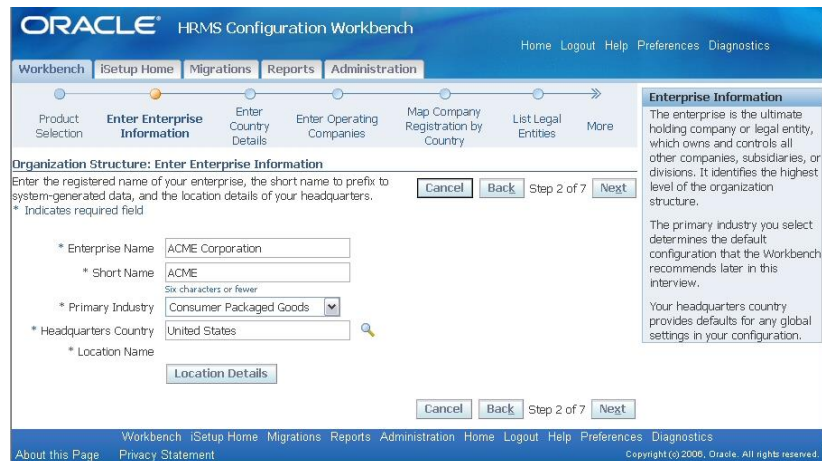

Figure 1. One step of the guided interview to define organization structure

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Easy to Follow Configuration Interview Process Based Upon Operational Questions

Combining embedded expertise that delivers best-practice configuration advice for business users, and configuration templates for specific industries and geographies, should significantly reduce the time needed to make important configuration decisions and reduce the risk of rework associated with inappropriate choices. Diagnostic tools for business users report the current configuration status on any instance and will highlight common problems or exceptions with warnings and suggested actions. A Technical Summary Report documents the configuration details that will be auto-generated when a configuration is loaded. Using the "Generate Test Suite" function you are able to generate WinRunner™ compatible test scripts as well as plans for any defined configuration.

HCM Wizard Integrations Within Workbench

The Benefit Plan Wizard provides the user with an intuitive process for creating and maintaining Health and Welfare programs. It also provides additional process steps for copying, exporting, and viewing plan designs. The grade progression wizard helps you to define the setup of grades, steps and point progressions. Additionally it assists with the creation of eligibility criteria for progressions as well as automatic population of salary proposals.

Open Systems Integration Tools are Included as Standard

The Workbench integrates standard desktop tools to simplify data mapping and conversion. Use spreadsheets that dynamically format themselves to match your configuration and take advantage of specially embedded knowledge of oracle HRMS.

Use spreadsheets in disconnected mode or online to validate and automatically upload via HRMS open interface tables. Spreadsheet loaders for taxability rules, employee tax information, organizational extra info, user-defined tables, and benefit enrollments are provided as standard.
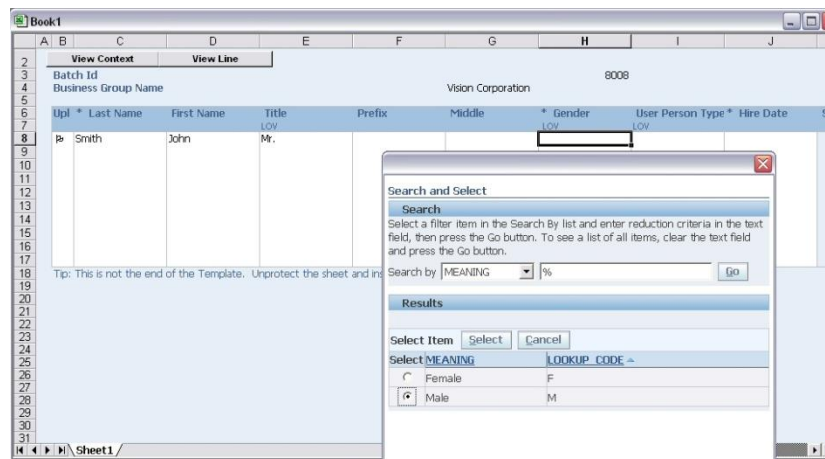

Figure 2. Spreadsheet to load employees showing List of Value (LOV) capability

Generate Prototype Configurations for Conference Room Pilots

Quick Start your project with a process that delivers a working conference room pilot in a matter of days not weeks. Modify and immediately regenerate configurations as you work and then quickly reload or modify common or reference data. Maintain and compare snapshots of your configuration choices for discussion and review.

Business users can select from a library of pre-defined configurations for specific functional setups – E.g. Select from a list of defined payroll earnings and deductions by industry or geography and load these directly into any instance. Immediately start using and processing these elements of pay or use them as templates to quick start your HRMS implementation. Configuration wizards allow business users to tailor and maintain specific functional areas of the system after initial setup.

Upgrade HR Foundation

If you are upgrading from using HR Foundation as a shared option with Financials or Projects to a full implementation of Oracle HR, a guided process will help you to determine whether you should re-implement your HR configuration or set up additional business groups and migrate the data while maintaining references to the existing applications.

Manage the Lifecycle of Your Applications through Seamless Configuration Migration

Data migration tools make it easy to extract and migrate complete or partial configuration data between instances. Use these tools to move configurations from QA to Production environments or to create new QA environments from a production instance and eliminate the risks associated with re-keying data.

Payroll customers can take advantage of the new element migration feature facilitating the transfer of elements and associated entities either between instances or business groups having the same legislation.

Oracle E-Business Suite—The Complete Solution

Oracle E-Business Suite enables companies to efficiently manage customer processes, manufacture products, ship orders, collect payments, and more—all from applications that are built on unified information architecture. This information architecture provides a single definition of your customers, suppliers, employees, and products—all important aspects of your business. Whether you implement one module or the entire Suite, Oracle E-Business Suite enables you to share unified information across the enterprise so you can make smarter decisions with better information.

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Hardware and Software, Engineered to Work Together

Oracle is committed to developing practices and products that help protect the environment