

ORACLE – HCM Brochure

Managing people by managing information

As an HR manager you face the following problems almost on a daily basis:

- Recruit right people for the right job
- Maximize employee performance by proper training and appropriate project assignments
- Keep the attrition level zero or low
- Assess training needs and accordingly implement training programs
- Evaluate performance and reward employees accordingly
- Succession planning
- And tidbits of many things

One way of handling the above-mentioned tasks is doing it manually.

But the problem is, the greater the number of employees you have, the tougher it becomes to track their performances and requirements individually. The more complicated their skills and tasks become, the harder it becomes to train and reward them according to their preferences, and consequently, it becomes difficult to prevent them from going to your competitors.

With Oracle's Human Resource Management System (HRMS) you can equip yourself with leading-edge human capital management capabilities. It can help you streamline/integrate people processes like no other human resource management software does because it draws its strength from Oracle's unparalleled experience in developing and implementing enterprise level database processing applications.

The recruitment agencies and job applicants can apply online using the external interface of Oracle iRecruitment (a module of Oracle HRMS) that let's the managers use the central competency framework to designate the needed skills for a particular vacancy. This reduces the overheads considerably. The system can also be used to search through the existing skill repository of the organization.

Oracle's HRMS lets you extend, manage and modify processes associated with human capital management centrally and in a highly automated manner. The centralized nature of the HRMS helps you create and deploy a single, enterprise-wise competency

framework that lets you manage and develop the core human resource competencies and qualifications within your organization. This tremendously reduces your administrative costs.

The system lets you individually record the skills and competencies of the entire workforce so that whenever needed you can monitor and analyze the data. This immediately gives you a thorough picture of the skills you have in the organization and the skills you need. This proves invaluable while hiring, promoting, training and teaming decisions.

Oracle's Learning Management System (LSM) is tightly integrated into Oracle HRMS. Using the LSM the employee can take control of his or her progress graph in the organization. Using the system an employee can easily find out what skills are needed in the organization, whether training is available and what is the mode of that training, when does the training start and how can one enroll? When the training is complete the assessment is stored in the system.

Adequate compensation is an integral part of an efficient HR system. By using Oracle Payroll, which is a fully integrated module of the Oracle HRMS, individual skills and performances can be easily tracked and your employees can then be compensated accordingly. The HR Self-Service module of the Oracle HRMS allows managers to allocate budgets for random rewards and salary increases.

To sum it up, Oracle's HRMS fully automates the following processes:

- Identify talented people by obtaining right data from them
- Attract them by highlighting the incentives you provide compared to your competitors
- Recruit them successfully
- Help them develop their skills further within your organization
- Empower them to grow on their own
- Remunerate them according to performance and skills acquired
- Outline and make available incentives for maximizing performance
- Follow a holistic approach while managing individual employees
- Provide tailor-made solutions to employees' problems
- Convey the goals and objectives of your organization to your workforce just the right way

Mascon Global Limited (MGL), with an ISO 9001:2000 certification and CMMI level 5 accreditation, is a global provider of IT services. We have a vast and rich experience in deploying, implementing and customizing end-to-end enterprise level applications, onsite as well as offshore. We have successfully done numerous Oracle HRMS implementations so far.

We also provide maintenance once the application is installed so that you only focus on your core competency and leave the rest to our seasoned support services team.

Our core focus is always on needs-analysis, up-front planning, and then consistent monitoring to minimize implementation duration, cost and risk and to maximize your investment in the Oracle HRMS. We use the time proven methodologies to make sure the application successfully integrates into your existing environment.

All our project managers and implementation consultants have obtained world-class certifications, intensive on-the-job training and thorough industry experience. Our impeccable record speaks volumes about our commitment towards our valued clients and customers.

Our application implementation procedures include:

Pre-implementation

- Project scope and needs analysis
- Gathering functional requirements
- Systems study

During implementation

- Module implementation
- Migration from legacy systems
- Interfaces to other internal and external systems
- Customization
- Localization
- Other enhancements

Post-implementation

- Trouble shooting
- Server administration
- Maintenance

To find out more about our Oracle HRMS implementation consulting services, contact us today for a presentation.

In the end:

The way you manage your workforce, it can make or break your business. Your human capital is the greatest asset your company has and if you want to maximize its value in terms of organizational effectiveness, you not only have to decipher its dynamics, you also need to figure out how to retain it. Once you can measure and analyze key indicators you can optimize performance and nurture a progressive, growth-oriented workforce.