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PeopleSoft Human Resources

The Heart of PeopleSoft HCM

Julie Alonso, Product Management Director
Jeremy Pelley, Product Management Director

COLLABORATE 19

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Human Resources - The **Heart** Of PeopleSoft HCM

1. **Legislative/Regulatory Update**
2. **Self Service**
3. **Profile Management**
4. **Position Management**
5. **Human Resources**

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PeopleSoft Global HR Support

HR Supports 22 Country Extensions

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PeopleSoft Human Resources (HR) is……

Health & Safety Analytics Profile Mgmt Personal Data

Company Directory Contract Pay Global Assignments

Onboarding Dotted Line Guided Self Service Training

Legislative Reporting Total Rewards Employee Snapshot

Matrix Teams Self Service Smart HR Org Chart Job Data

Contingent Workers Position Mgmt Commitment Acct

Labor Admin Data Privacy Faculty Events Mass Updates

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Human Resources - The **Heart** Of PeopleSoft HCM

1. **Legislative/Regulatory Update**
2. Self Service
3. Profile Management
4. Position Management
5. Human Resources

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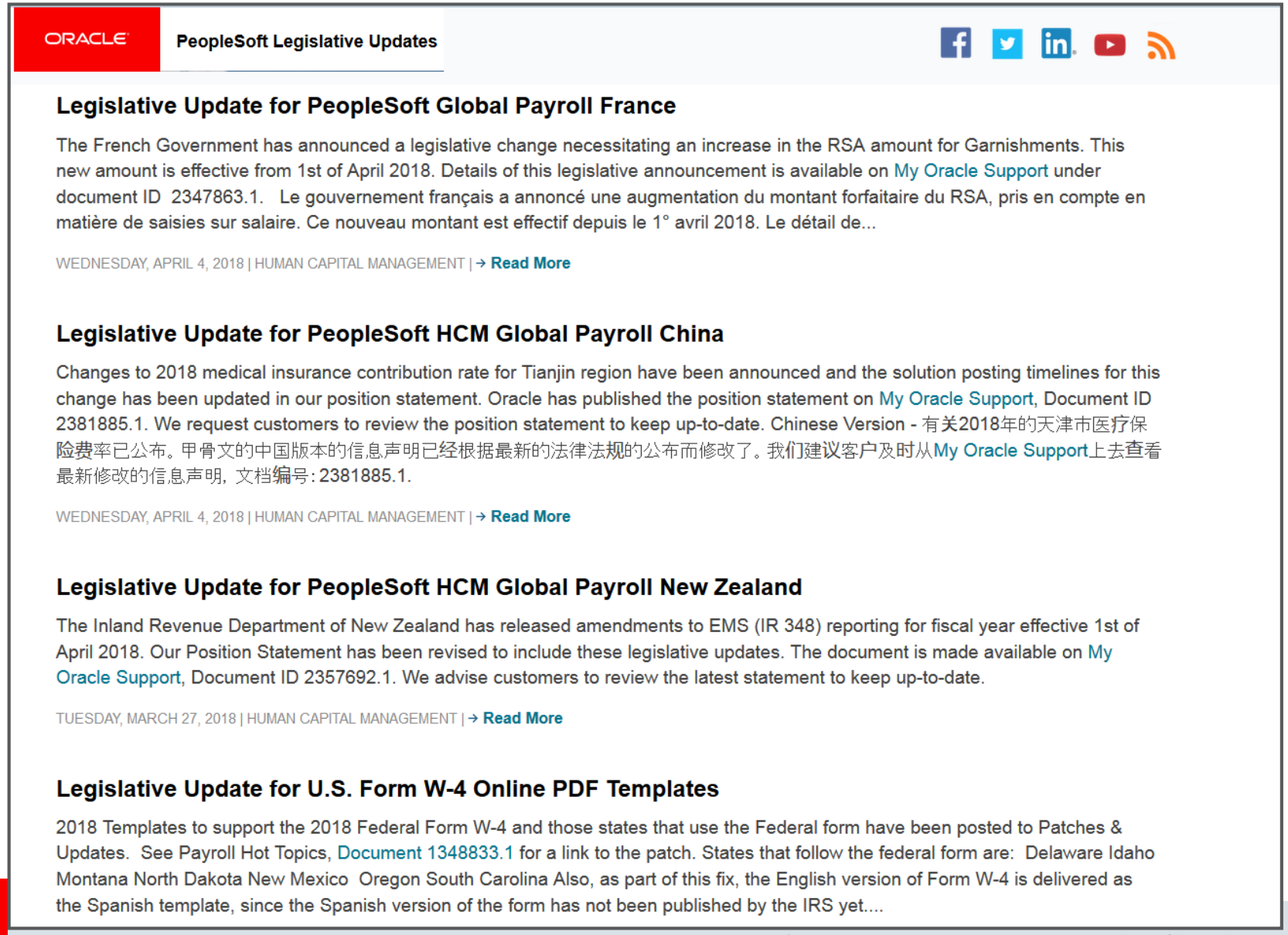
Legislative/Regulatory Updates

www.PeopleSoftInfo.Com



ORACLE PeopleSoft Legislative Updates

Legislative Update for PeopleSoft Global Payroll France

The French Government has announced a legislative change necessitating an increase in the RSA amount for Garnishments. This new amount is effective from 1st of April 2018. Details of this legislative announcement is available on My Oracle Support under document ID 2347863.1. Le gouvernement français a annoncé une augmentation du montant forfaitaire du RSA, pris en compte en matière de saisies sur salaire. Ce nouveau montant est effectif depuis le 1° avril 2018. Le détail de...

WEDNESDAY, APRIL 4, 2018 | HUMAN CAPITAL MANAGEMENT | → Read More

Legislative Update for PeopleSoft HCM Global Payroll China

Changes to 2018 medical insurance contribution rate for Tianjin region have been announced and the solution posting timelines for this change has been updated in our position statement. Oracle has published the position statement on My Oracle Support, Document ID 2381885.1. We request customers to review the position statement to keep up-to-date. Chinese Version - 有关2018年的天津市医疗保险费率已公布。甲骨文的中国版本的信息声明已经根据最新的法律法规的公布而修改了。我们建议客户及时从My Oracle Support上去查看最新修改的信息声明，文档编号：2381885.1.

WEDNESDAY, APRIL 4, 2018 | HUMAN CAPITAL MANAGEMENT | → Read More

Legislative Update for PeopleSoft HCM Global Payroll New Zealand

The Inland Revenue Department of New Zealand has released amendments to EMS (IR 348) reporting for fiscal year effective 1st of April 2018. Our Position Statement has been revised to include these legislative updates. The document is made available on My Oracle Support, Document ID 2357692.1. We advise customers to review the latest statement to keep up-to-date.

TUESDAY, MARCH 27, 2018 | HUMAN CAPITAL MANAGEMENT | → Read More

Legislative Update for U.S. Form W-4 Online PDF Templates

2018 Templates to support the 2018 Federal Form W-4 and those states that use the Federal form have been posted to Patches & Updates. See Payroll Hot Topics, Document 1348833.1 for a link to the patch. States that follow the federal form are: Delaware Idaho Montana North Dakota New Mexico Oregon South Carolina Also, as part of this fix, the English version of Form W-4 is delivered as the Spanish template, since the Spanish version of the form has not been published by the IRS yet....

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PeopleSoft HR Newsletter

Email – julie.alonso@oracle.com to be added

Subject: FW: March 2018 PeopleSoft HR Newsletter

- HIUG (Healthcare)- June 17 – 20; Phoenix, AZ
- EMEA Roadshow – June 14 – 21; Netherlands, U.K. France & Spain
- RECONNECT July 17 – 19; Chicago, IL
- Oracle Open World October 22-25; San Francisco, CA

Customer Corner - I want to highlight the great accomplishments our ***HR Focus Group Customers*** have done in January & February ☺. If your organization has done something great (upgraded, deployed fluid/new functionality) *please let me know* so you can get your well deserved recognition.

- Congratulations to **Alaska Airlines** for upgrading to 9.2 **and** PTools 8.55
- Congratulations to **School District of Palm Beach County** for upgrading to 9.2 **and** deploying Fluid
- Congratulations to **University of North Carolina at Chapel Hill** for upgrading to 9.2 **and** PTools 8.56
- Congratulations to **CRU Global** for upgrading to PTools 8.56
- Congratulations to **Grand Rapids Community College** for upgrading to PTools 8.56
- Congratulations to **Greene King** for upgrading to PTools 8.55
- Congratulations to **Gallaudet University** for deploying Absence Management

Special Congratulations to our 'PeopleSoft Trifecta' customer
Congratulations to **Men's Wearhouse** for upgrading to 9.2 **and** PTools 8.55 **and** deploying Fluid

HR Focus Group Updates: Thank you to all the customers who volunteered to participate in the focus group

- **Global HR** – Posted additional enhancements for Data Privacy (to assist with GDPR requirements) – see below Legs/Regs section for more details.
- **Onboarding** - Development is currently working on enhancing the document steps to allow for document splits across multiple steps. We are also working through enhancements in the rehire process. Requirements are under way for off-boarding and should have high level designs in th months. Our April focus group meeting will be April 19th. If you want to be a part of the focus group, contact Jeremy (jeremy.pelley@oracle.com)
- **ePerformance** – Working on ePerformance notifications and document transfer enhancement. Our next meeting will be in May. If you want to be a part of the focus group, contact Jeremy (jeremy.pelley@oracle.com)
- **Employee Snapshot** – The next big enhancement for Employee Snapshot is the Administrative View coming very soon and we are working on integration with PeopleSoft ELM. Let us know what you like and what you would like to see us add in to future functionality. If you want to be a p focus group, contact Jeremy (jeremy.pelley@oracle.com)
- **Profile Management** - Development is currently working on the attachment feature and enhancements to MSS. Our next meeting will be in May, if you want to be a part of the focus group, contact Jeremy (jeremy.pelley@oracle.com)
- **Position Management** – If you want to be a part of the focus group contact Jeremy (jeremy.pelley@oracle.com)

USA/Global Legislative Updates – https://blogs.oracle.com/PsftLegUpdates/

- **ALL COUNTRIES** – Data Privacy Update. https://blogs.oracle.com/psftlegupdates/managing-data-privacy-within-peoplesoft-hcm
- **Singapore**– IRAS has made an announcement about Foreign Workers Levy in Budget 2018. The FWL will remain unchanged for all sectors, the levy increase effective from 01 July 2018 that was announced last year, is now deferred by a year
- **France** - The French Government in the early 2017 rolled out a new law necessitating employers to withhold taxes when the income is paid to the tax payers
- **United States** - 2018 Templates to support the 2018 Federal Form W-4 and those states that use the Federal form have been posted
- **United States** - 2018 Annual Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) hiring benchmark was updated, effective on March 31, 2018, the **new benchmark is 6.4%.** (Note: 2017 benchmark was 7%).
- **New Zealand** - The Inland Revenue Department of New Zealand has released amendments to EMS (IR 348) reporting for fiscal year effective 1st of April 2018

PeopleSoft Update – *tentative dates*

- **HCM Image #26/Tax 18-B** – Targeted for April 20, 2018
- **CRM Image 15** – Targeted for April 20, 2018

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Human Resources Legislative Updates (USA)

- **EEO-1 Reporting Change -**https://www.eeoc.gov/eeoc/newsroom/release/9-29-16.cfm
  - EEOC will collect summary employee pay data **– ON HOLD, OVERTURNED, MAYBE 9/2019**
  - EEOC will collect hours worked **– ON HOLD, OVERTURNED, MAYBE 9/2019**
  - Use existing EEO-1 report, **DEADLINE Extended** to **May 31, 2019**
- **EEO-4 - No Expected** reporting change, **deadline September 2019**
- **VETS4212 – No Expected** reporting change (expiration date of March 2021) – **deadline September 2019**
- **OSHA Reporting Change -** https://www.osha.gov/Publications/OSHA3862.pdf
  - Employers submit 2018 300A by **March 2, 2019**
- **Form I-9** https://www.uscis.gov/i-9
  - Form I-9 **expires August 2019**
  - Dept Homeland Security has not posted proposed change yet
  - Integration with eVerify and PeopleSoft Form I-9 - **ROADMAP**

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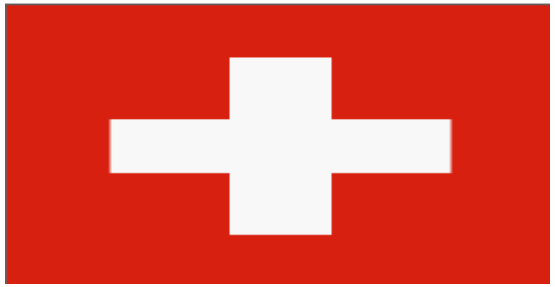
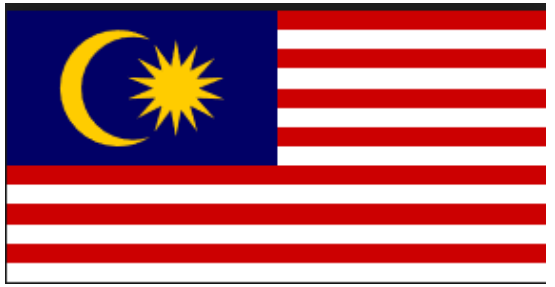
Data Privacy
Global Initiatives

Updated and New Initiatives around the World…





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General Data Protection Regulation (GDPR)

Is your organization affected?

The GDPR regulates the “processing” of data for EU individuals, which includes collection, storage, transfer, or use. Any organization that processes **personal data** of EU individuals is within the scope of the law, ***regardless of whether the organization has a physical presence in the EU (European Union)***

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High Level Summary of GDPR

What **YOU** need to know

Request for Consent – Employees be given in an ***intelligible and easily*** accessible form, with the purpose for data processing attached to that consent

Right to Access – Employees can request to obtain from the organization confirmation as ***to whether or not personal data concerning them is being processed, where and for what purpose***

Right to be Forgotten - Entitles employee/applicant to have the organization ***erase their personal data***, cease further dissemination of the data, and potentially have third parties halt processing of the data

GDPR is Effective – May 25, 2018

Penalties - Under GDPR, organizations in breach of GDPR can be fined up to ***4% of annual global revenue*** or **€20 Million** (whichever is greater).

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California Consumer Privacy Act of 2018 (AB378)

What **YOU** need to know

Request for Consent – The new law grants consumers the right to know what information companies are collecting about them, why they are collecting that data and with whom (3rd parties) they are sharing it.

Right to be Forgotten - Gives consumers the right to tell companies to delete their information as well as to not sell or share their data.

Children's Right - Makes it more difficult to share or sell data on children younger than 16.

Who has to Comply – Organizations around the world have to comply ***if*** they receive personal data from California residents and if they — or their parent company/subsidiary — exceed one of three thresholds: (a) ***annual gross revenues of $25 million;*** (b) obtains personal information of 50,000 or more California residents, households or devices annually; or (c) 50% or more annual revenue from selling California residents' personal information.

AB378 is Effective – January 1, 2020

Penalties – up to $7,500 per violation (action taken by State Attorney General)

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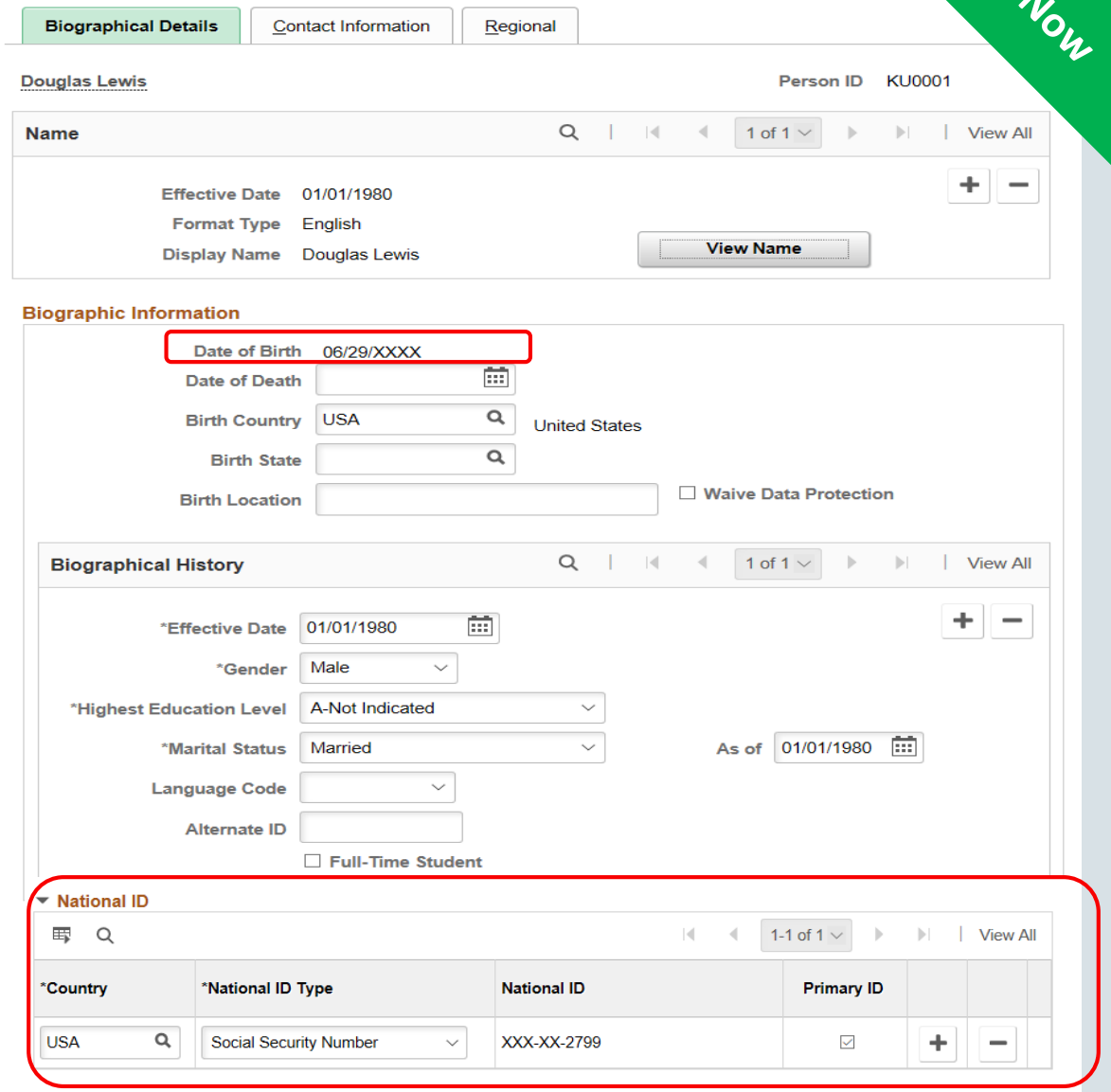
Personal and Sensitive Data – **New Feature**

Available Now

- Most common requested fields
  - **Date of Birth**
  - **Bank Account Number**
  - **National ID**
  - **Passport Number**
  - **Driver License**

- Masking features:
  - Birth date entire date *or* just year
  - Bank Acct Nbr masking all but last 4 digits
  - National ID masking format defined at NID Type level



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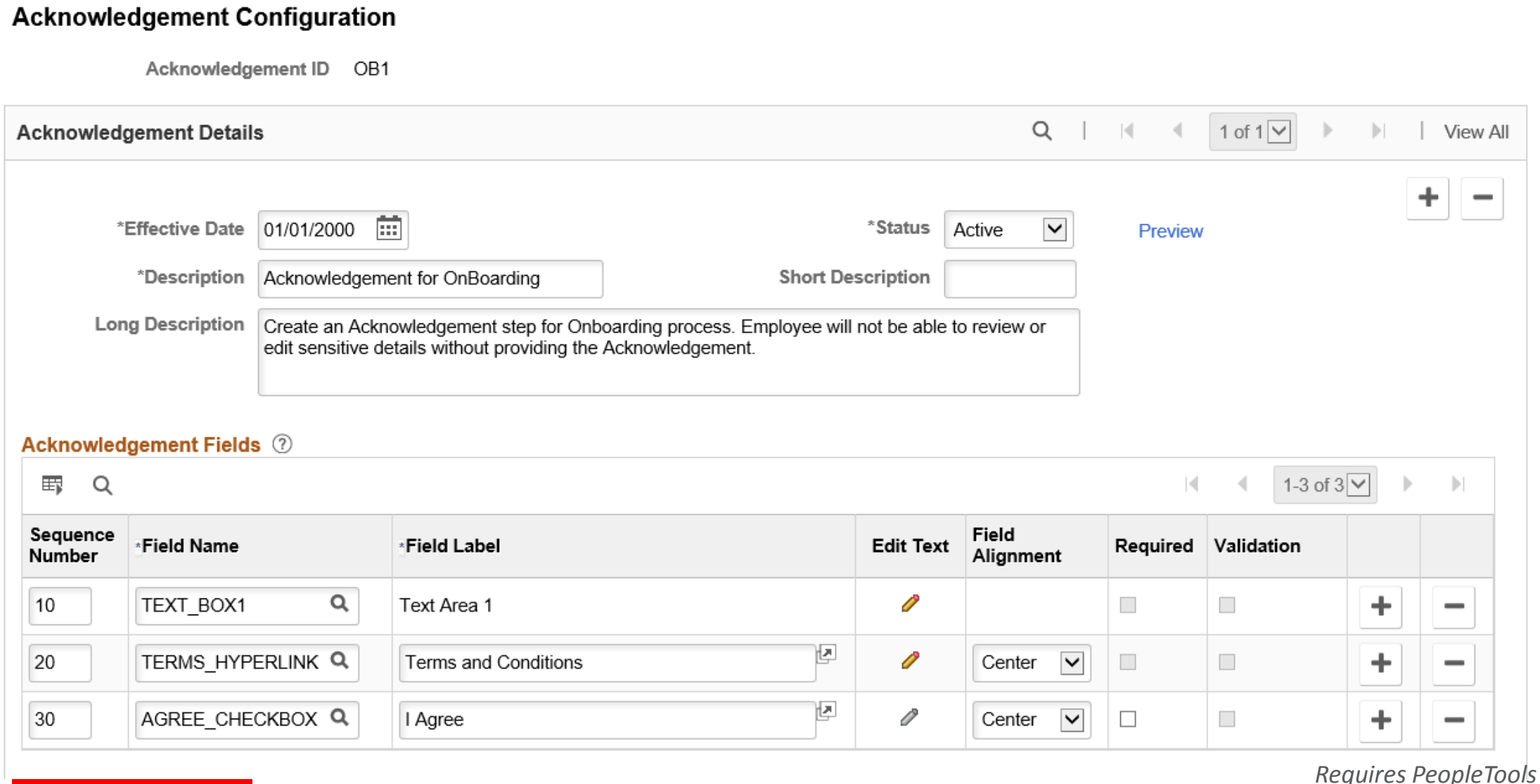
Acknowledgement Framework – **New Feature**

Available Now



Requires PeopleTools 8.55 or Higher

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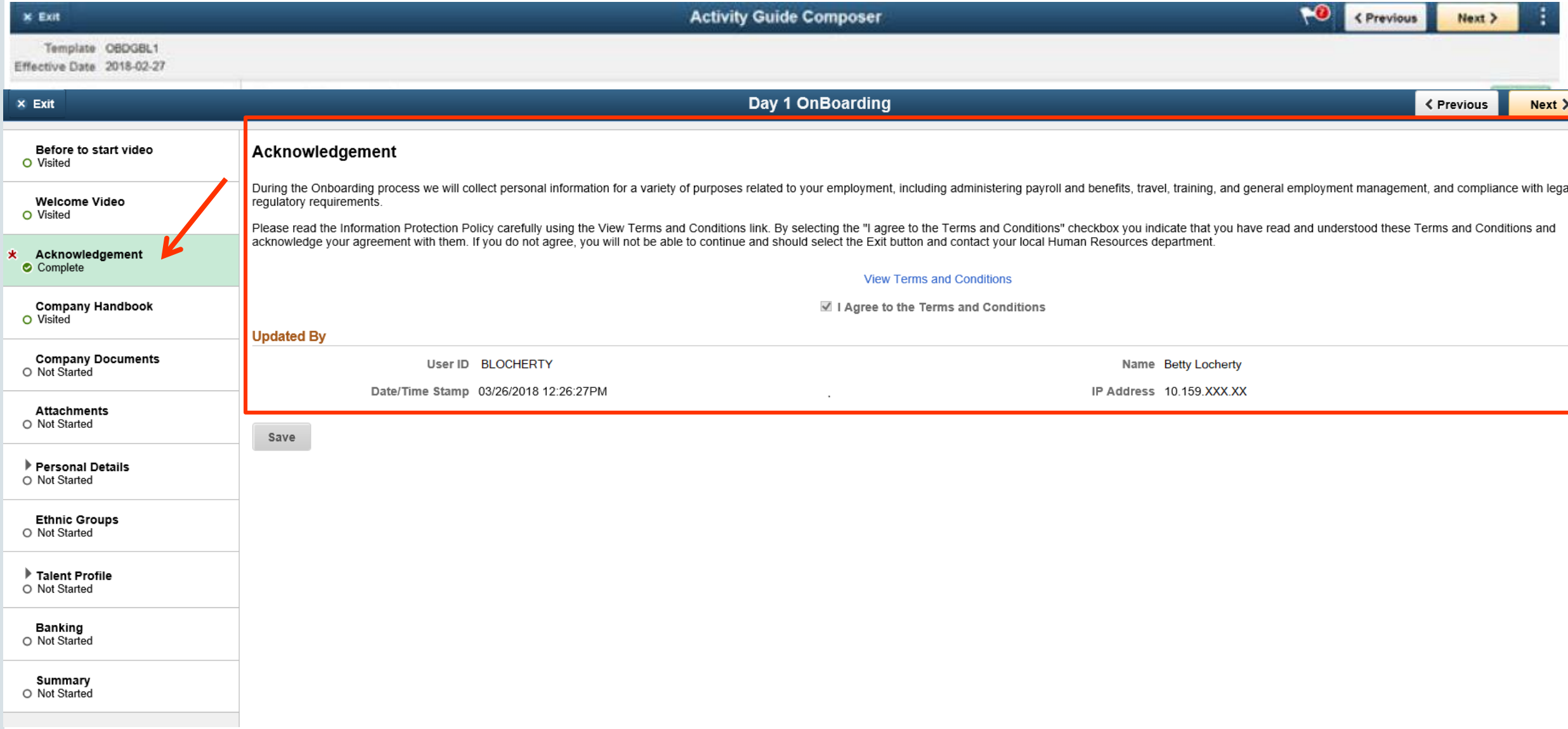

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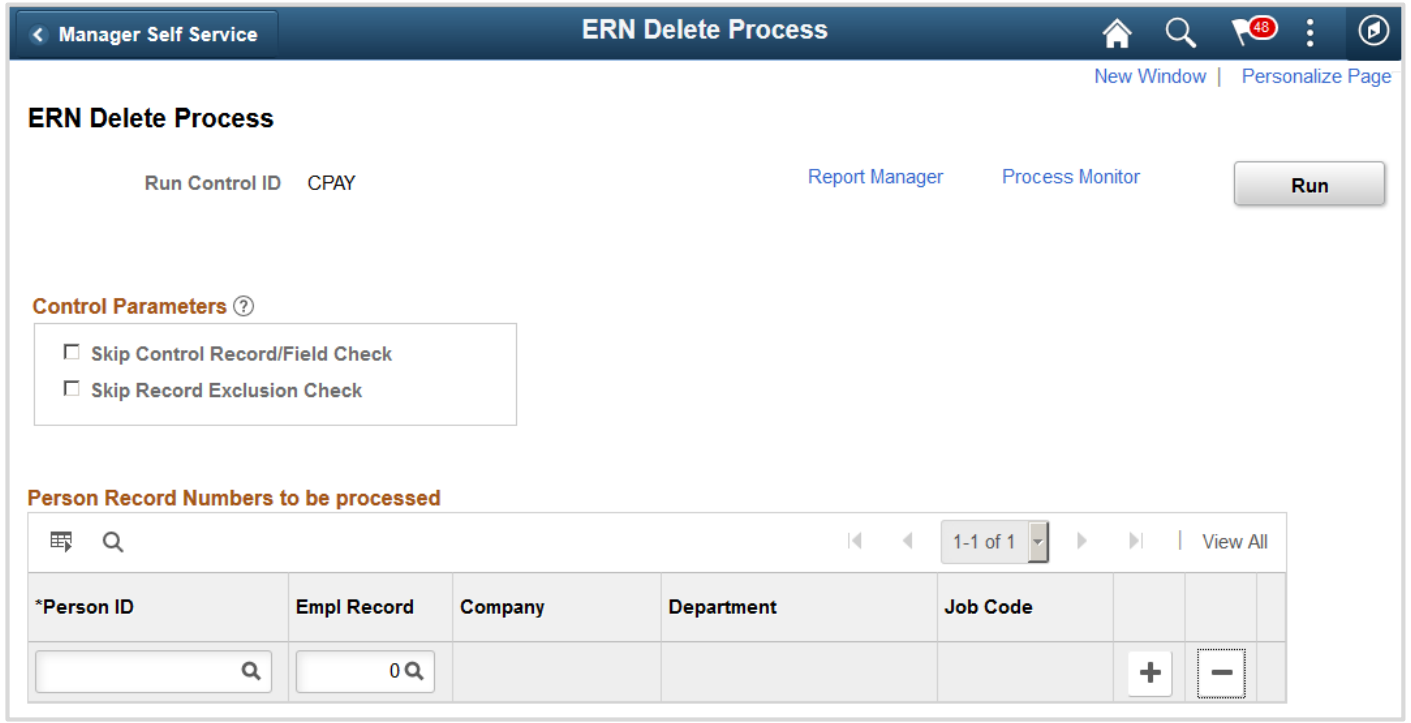
Person Data Delete Processes - New Feature

Data Erasure

Available Now

- Enhanced Person and Employment Delete (HCM)
  - Allow Exclusion of Records
  - Allow Validation Override
- New Applicant Delete (HCM)
- New Learner Delete (ELM)



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Data Privacy
Resources and Information

Knowledge Documents on MyOracleSupport:

- PeopleSoft HCM 9.2 - Personally Identifiable and Sensitive Data (Doc ID 2313438.1)
- PeopleSoft HCM 9.2 - Implementing Sensitive Data Masking (Doc ID 2375376.1)
- PeopleSoft HCM Acknowledgement Framework Red Paper (Doc ID 2377140.1)
- PeopleSoft ELM 9.2 - Personally Identifiable and Sensitive Data (Doc ID 2415109.1)
- PeopleSoft FSCM 9.2 - Personally Identifiable and Sensitive Data (For HCM sourced data in FSCM (Doc ID 2415089.1)
- Privacy and Security Feature Guidance for Oracle Peoplesoft (Doc ID 113.1)

Legislative Blog

Managing Data Privacy within PeopleSoft HCM

Legislative Update for PeopleSoft HCM – California Data Privacy Update

Available thru: https://blogs.oracle.com/psftlegupdates/

Video Feature Overviews

- PeopleSoft Acknowledgement Framework - https://www.youtube.com/watch?v=LctB-qFg-Q8
- Applicant Data Security - https://www.youtube.com/watch?v=sJBeqK8gJ0A

Quest Webinar – May 2018

(http://nnf.questdirect.org/questmediaviewer.aspx?video=268654237)

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Human Resources - The **Heart** Of PeopleSoft HCM

1. Legislative/Regulatory Update
2. **Self Service**
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4. Position Management
5. Human Resources

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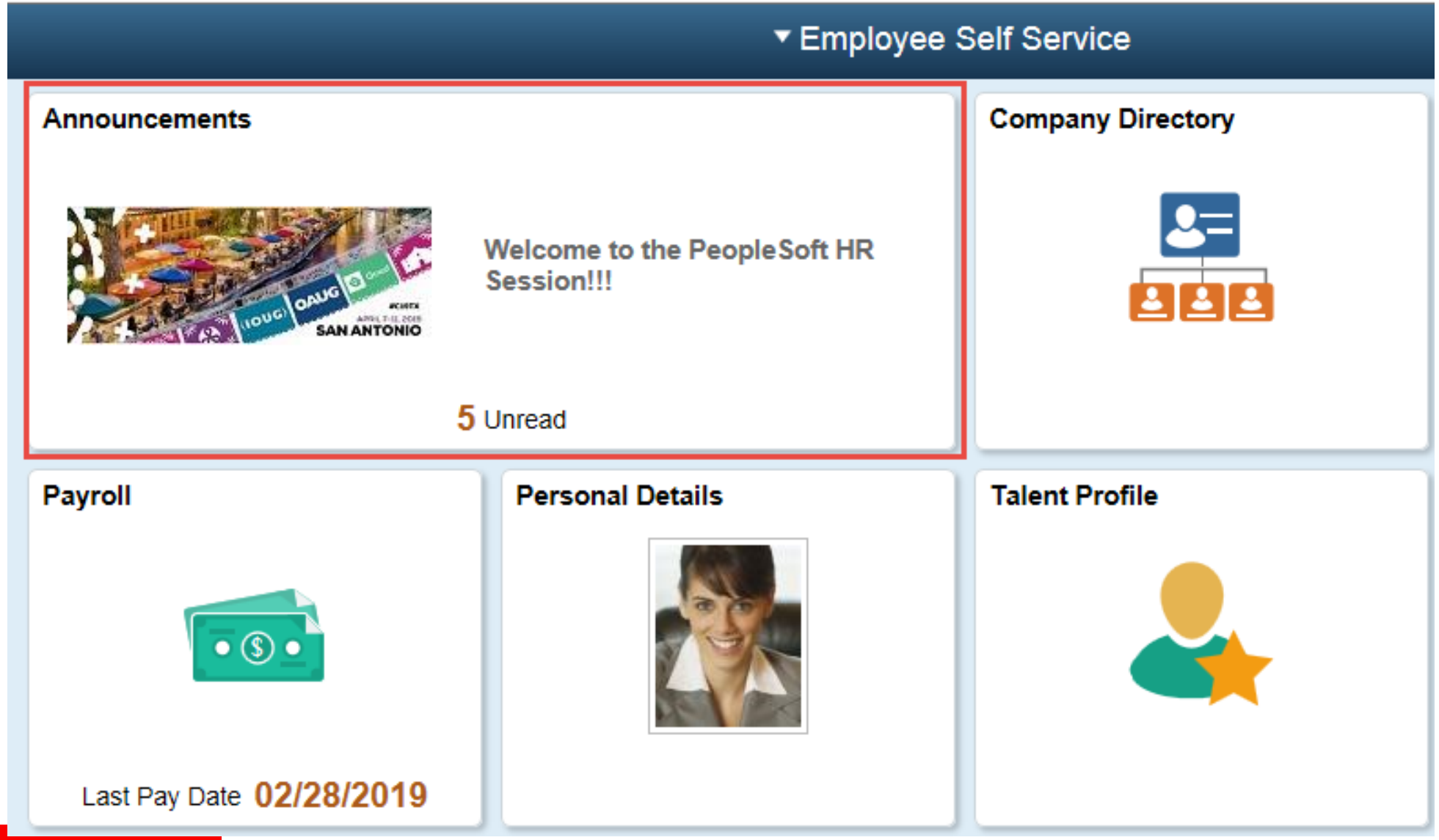
Self Service Announcement Tile

Available Now



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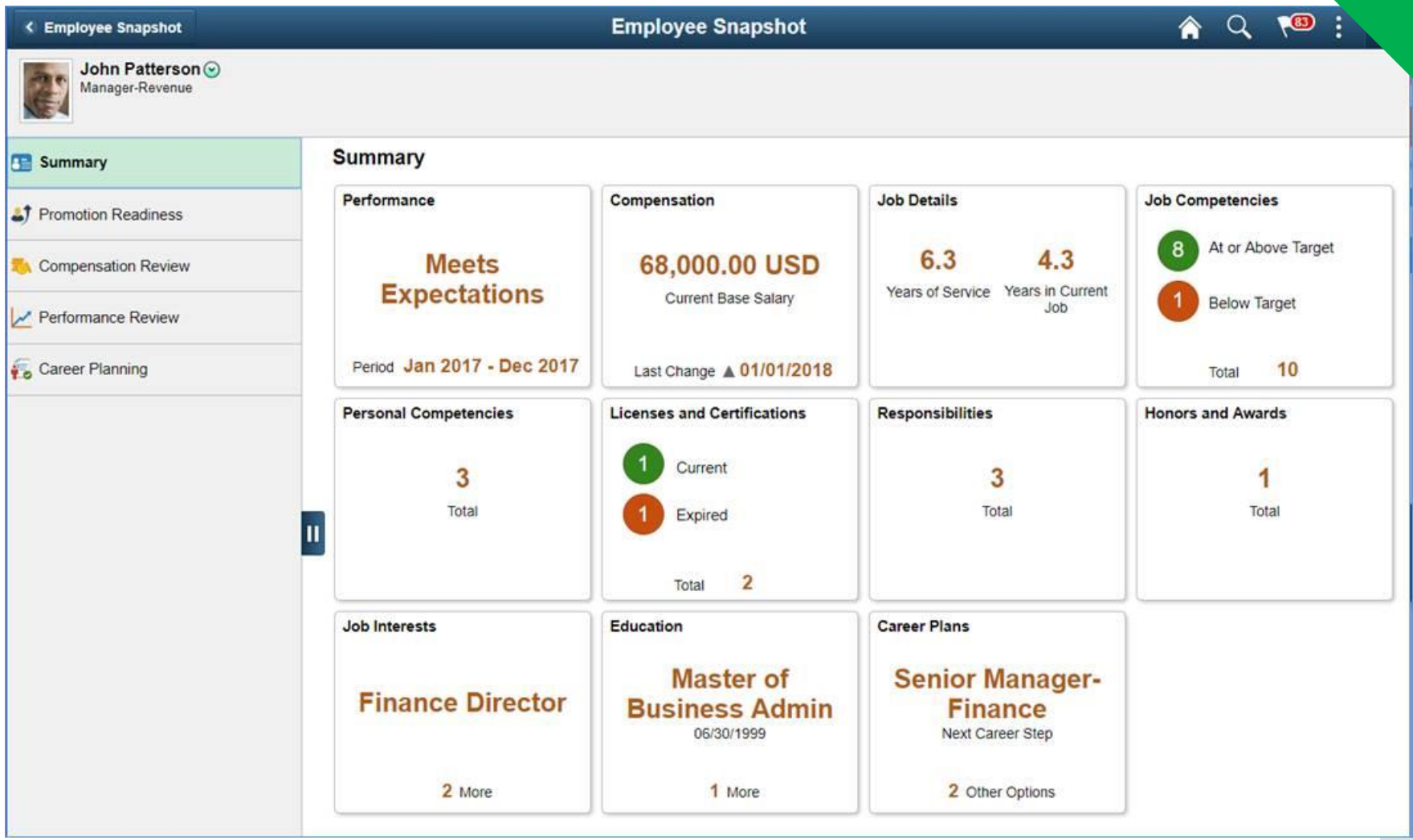
See Everything…about your Talented Employees

Employee Snapshot

Available Now

- 360 View of Talent Information
- Manager **and** Admin View
- View Employee Data for:
  - Promotion Readiness
  - Compensation Review
  - Performance Review
  - Career Planning
  - Learning (ELM)



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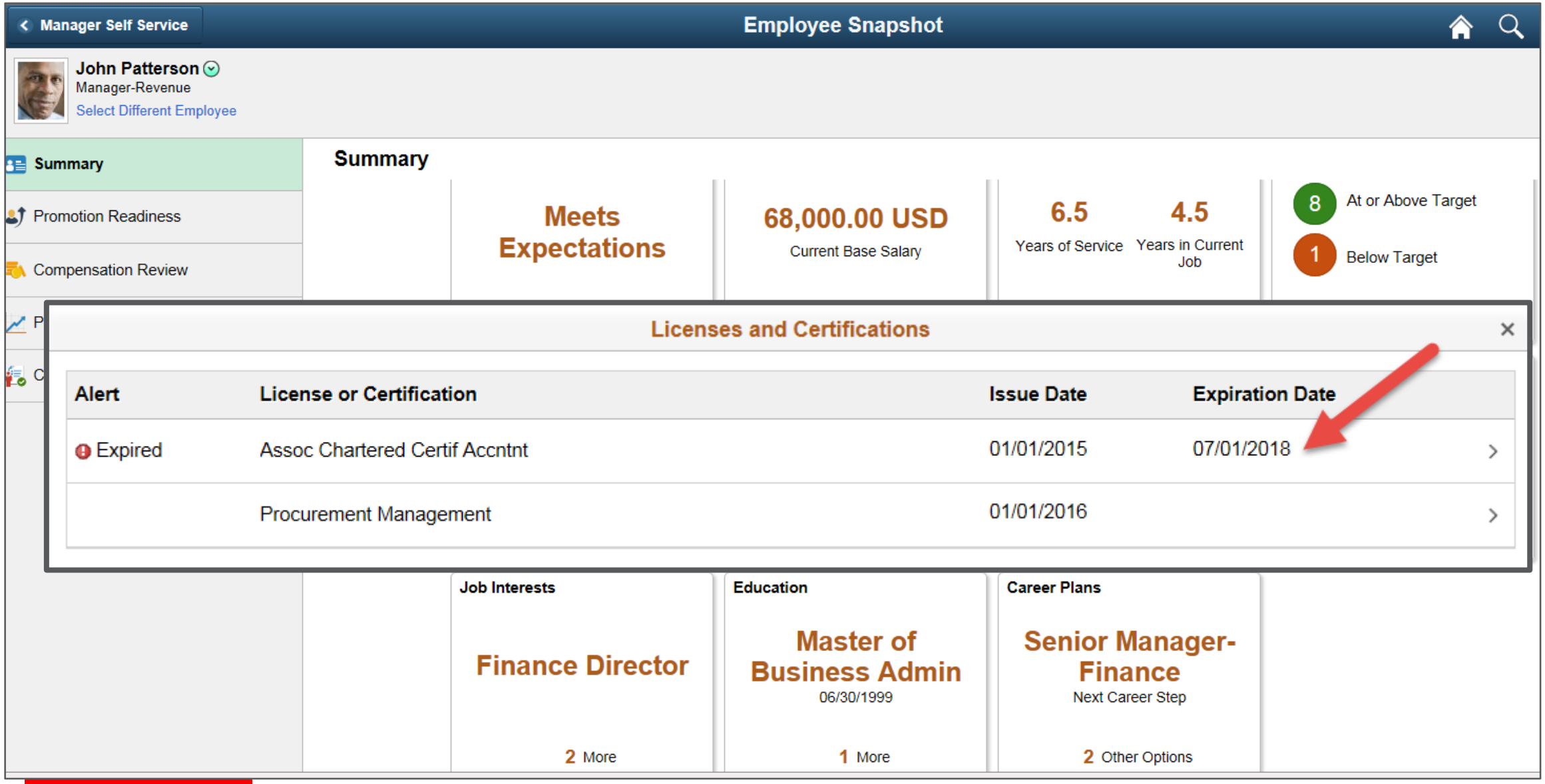

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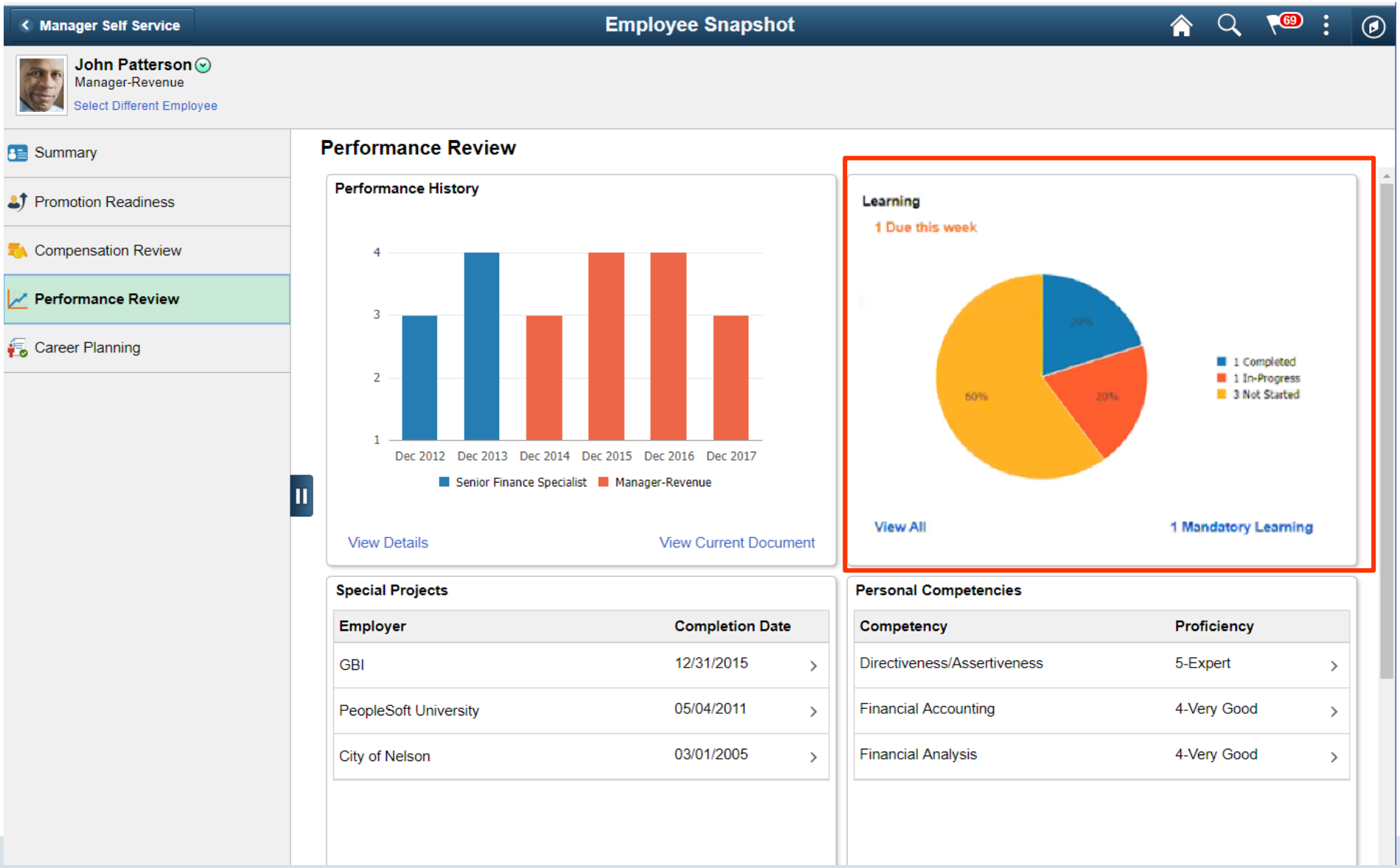
See Everything…about your Talented Employees

Employee Snapshot

- ELM Integration



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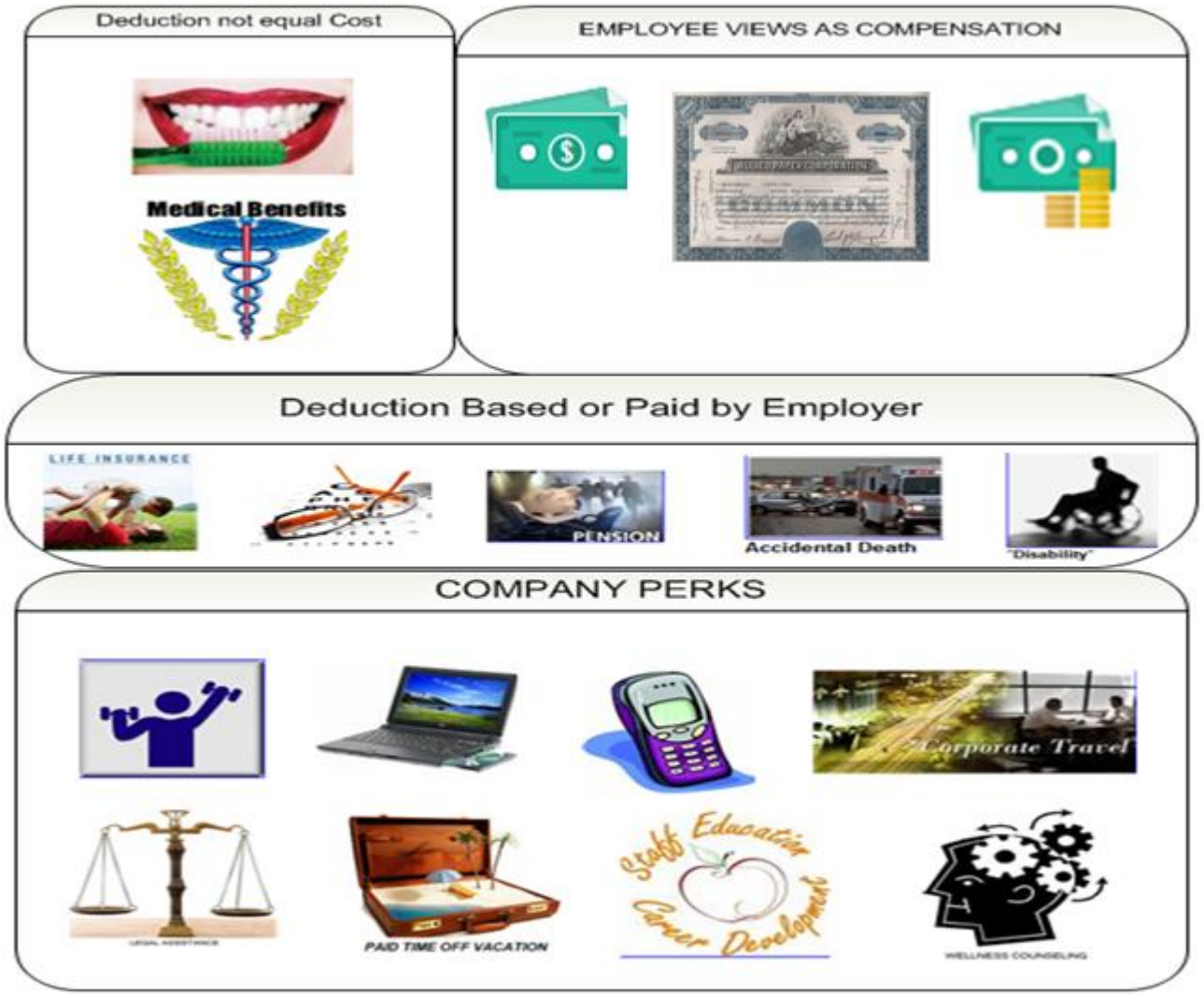
Employee Total Rewards

How much AM I worth?

- Compensation
- Employer Provided Benefits
- Health & Life Insurance
- Retirement
- Stock
- Allowances
- Time Off
- Tuition Reimbursement
- Training
- Employer Paid Taxes
- Company Provided Perks, such as a Gym



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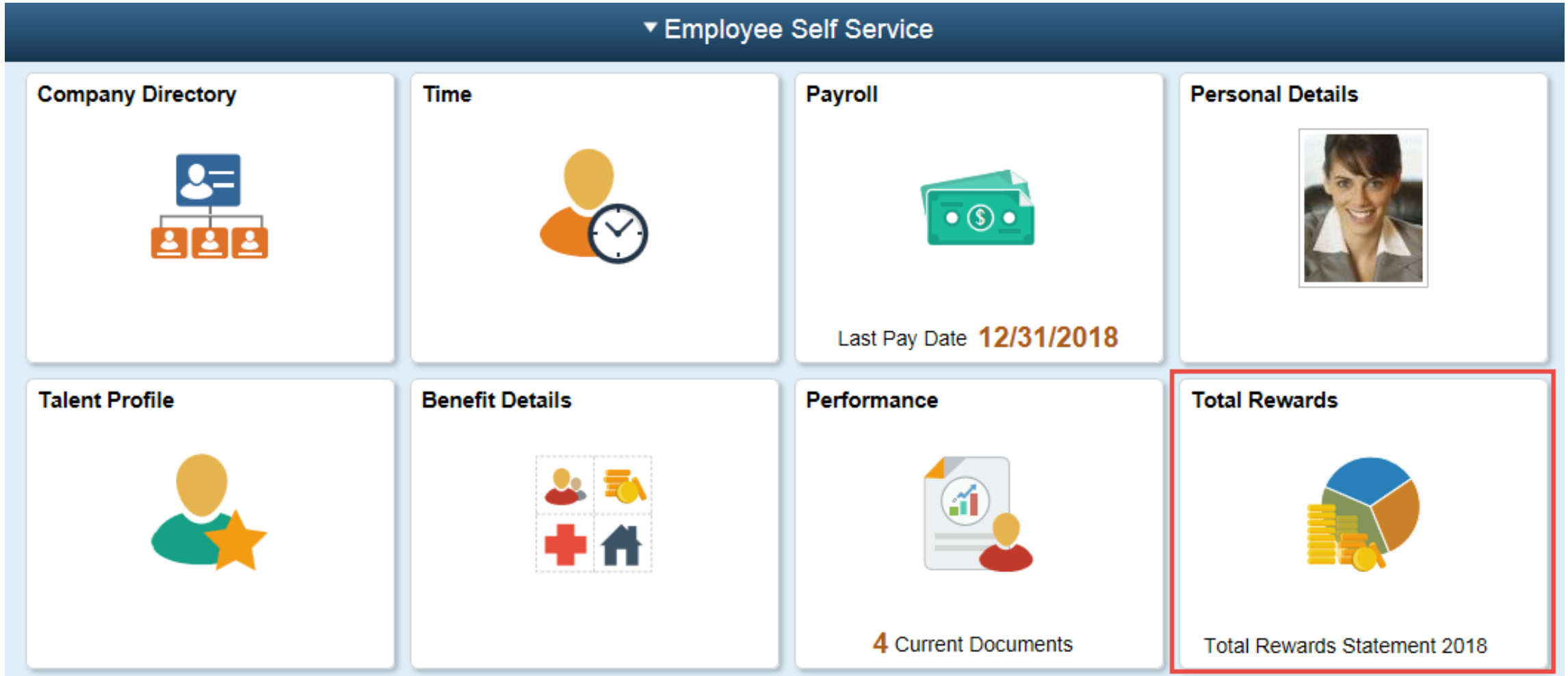
Employee Self Service Access

Available Now



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Viewing the Online Statement

View current **and** historical statements

Employee Self Service | Total Rewards

Rosanna Channing
Senior Accounting Manager

Rewards Period: 01 January 2017 - 31 December 2017

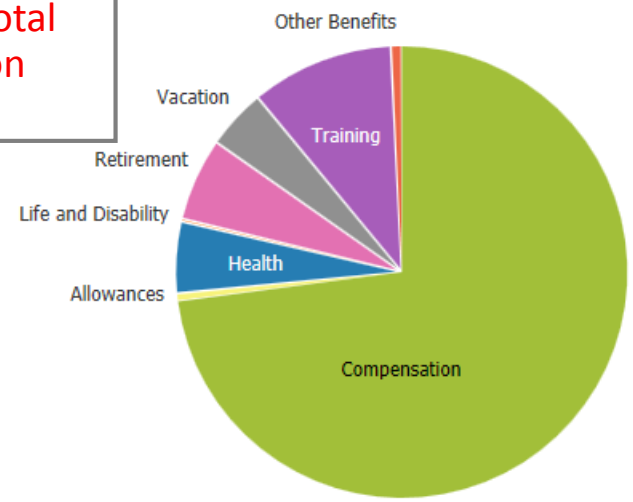
Printer View

- Summary
- Compensation
- Allowances
- Health
- Life and Disability
- Retirement
- Vacation
- Training
- Other Benefits

Configurable Total Compensation Amount

View Summary Chart

Total Value $122,473.12



Configurable Content

Personalize the Statement

Welcome to Your Reward Statement

Rosanna - we are pleased to provide you with a personalized **Total Rewards statement**. It is our sincere hope that the protection and security of these benefits will make life better today as well as provide you with a more secure future.

Your employee benefits contribute greatly to your annual compensation and to your personal well being. This statement not only gives you a brief summary of your personal benefit elections, but also provides "cost of benefits" information, which is important when considering your total compensation.

We are constantly working to provide you with a benefits

The following is a summary of all your Reward Items for the period selected.

Reward Item	Employer Paid	Employer Provided	Employer Total	Employee Contribution	Percent of Total Reward
Compensation	89,309.90	0.00	89,309.90	0.00	72.92
Allowances	720.00	0.00	720.00	0.00	0.59

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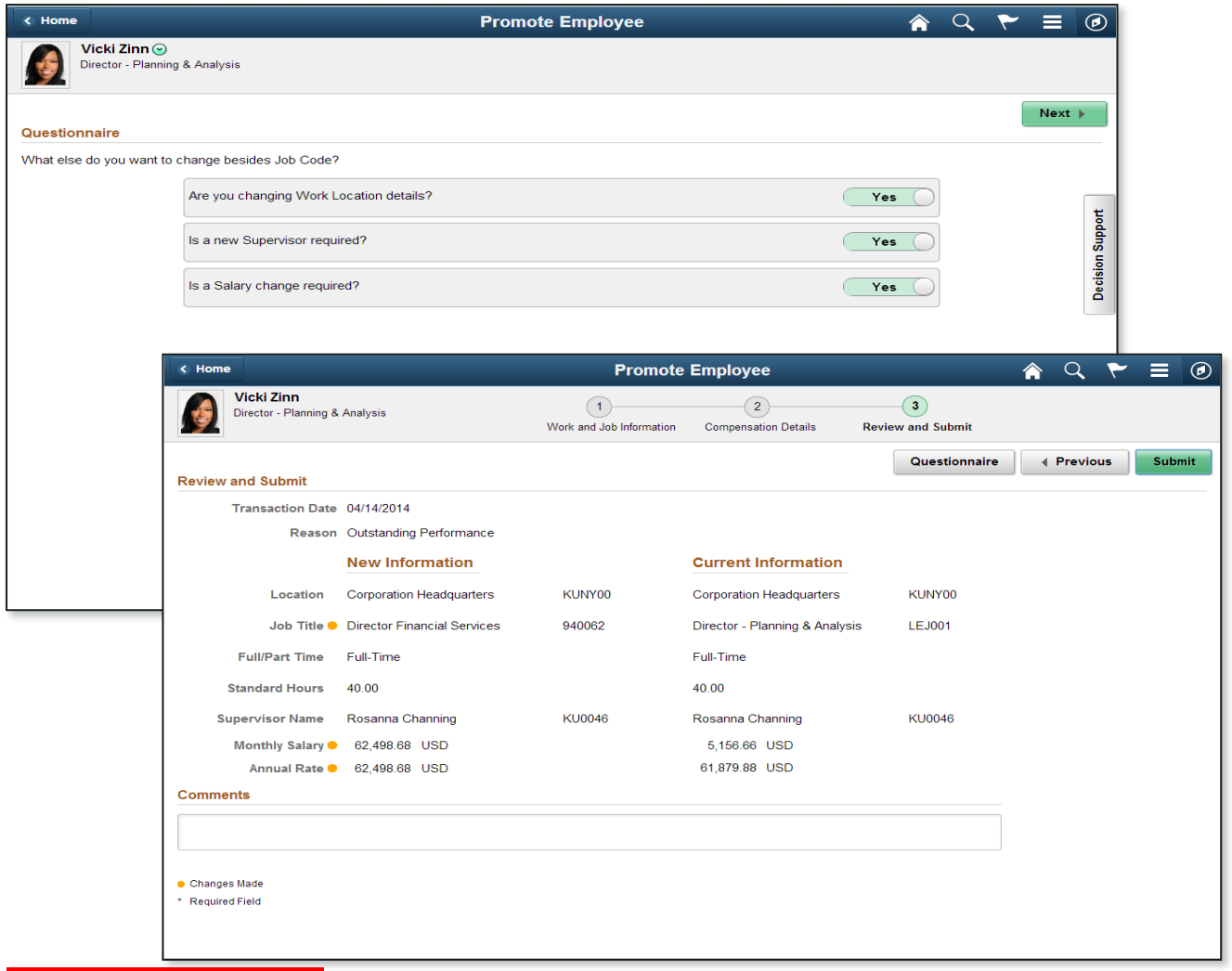
Fluid Guided Self Service

Put Your Managers in Control with Guided Self-Service

Available Now



- Guide managers through submitting transactions
- Compound transactions into one process
- Decision support assistance
- Configurability by transaction

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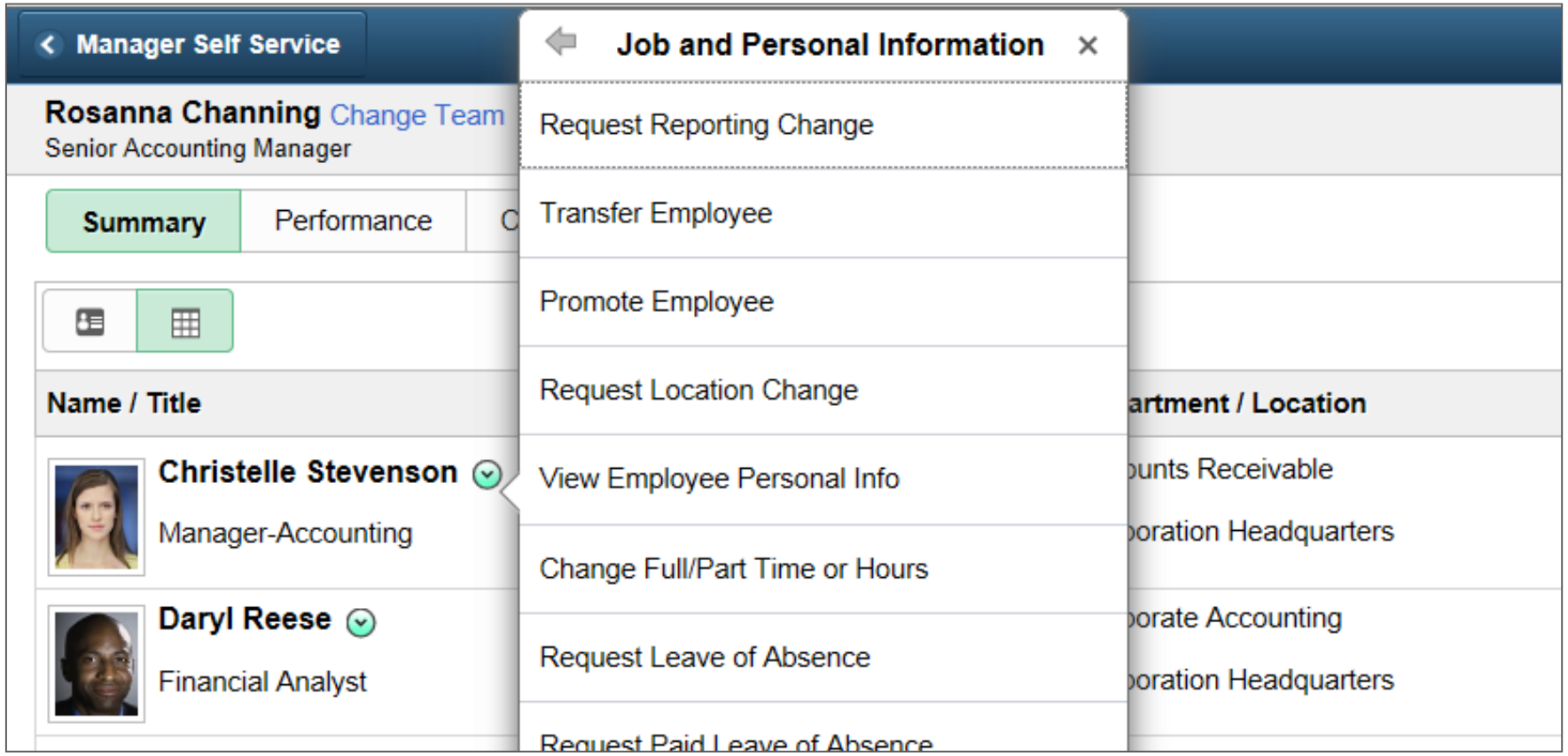
Guided Self Service Transactions

- Promote Employee
- Transfer Employee
- Request Ad Hoc Salary Change
- Request Supervisor Change
- Request Location Change
- Retire Employee
- Terminate Employee
- Request Reports To Change *
- Change Full/Part Time & FTE*
- Request Demotion*
- Request Leave of Absence*
- Request Unpaid Leave*
- Request Clone Position*
- Multi-Select Employees *



*Only available with GSS

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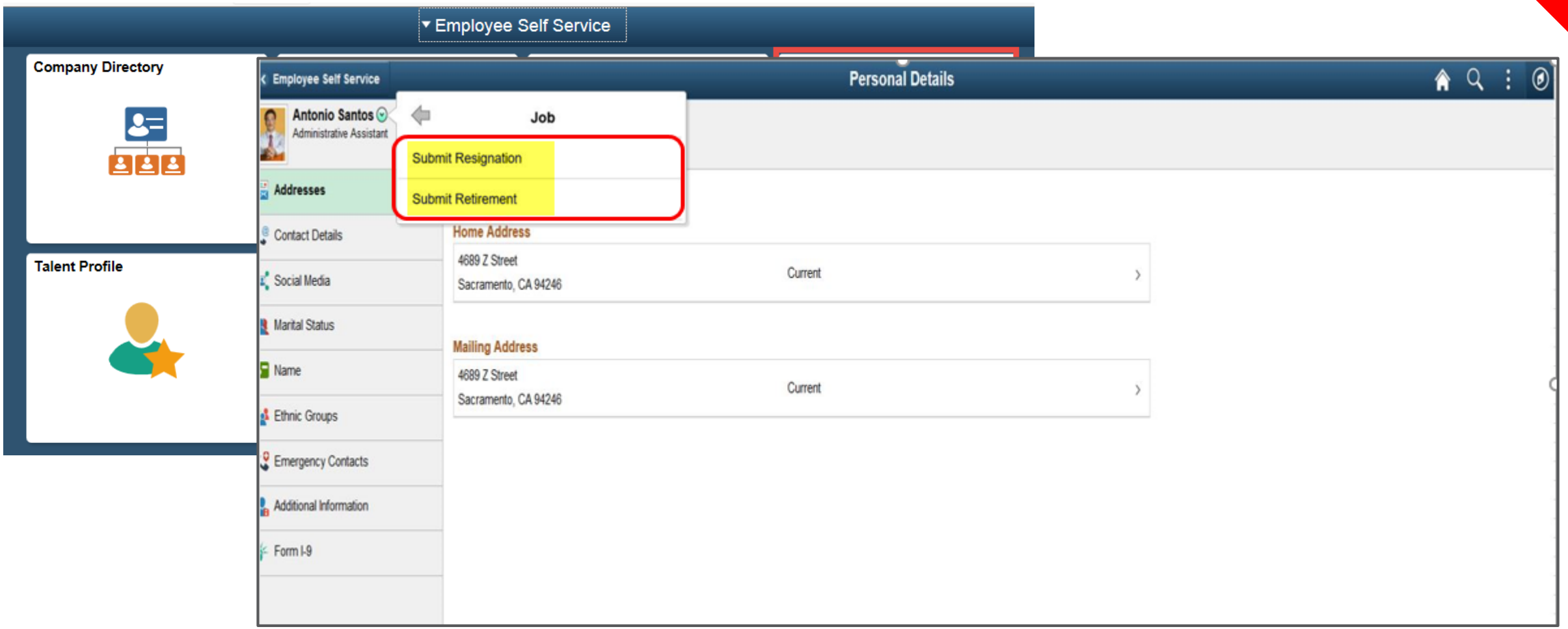
Employee Self Termination

Roadmap



*Mockups – Subject to Change

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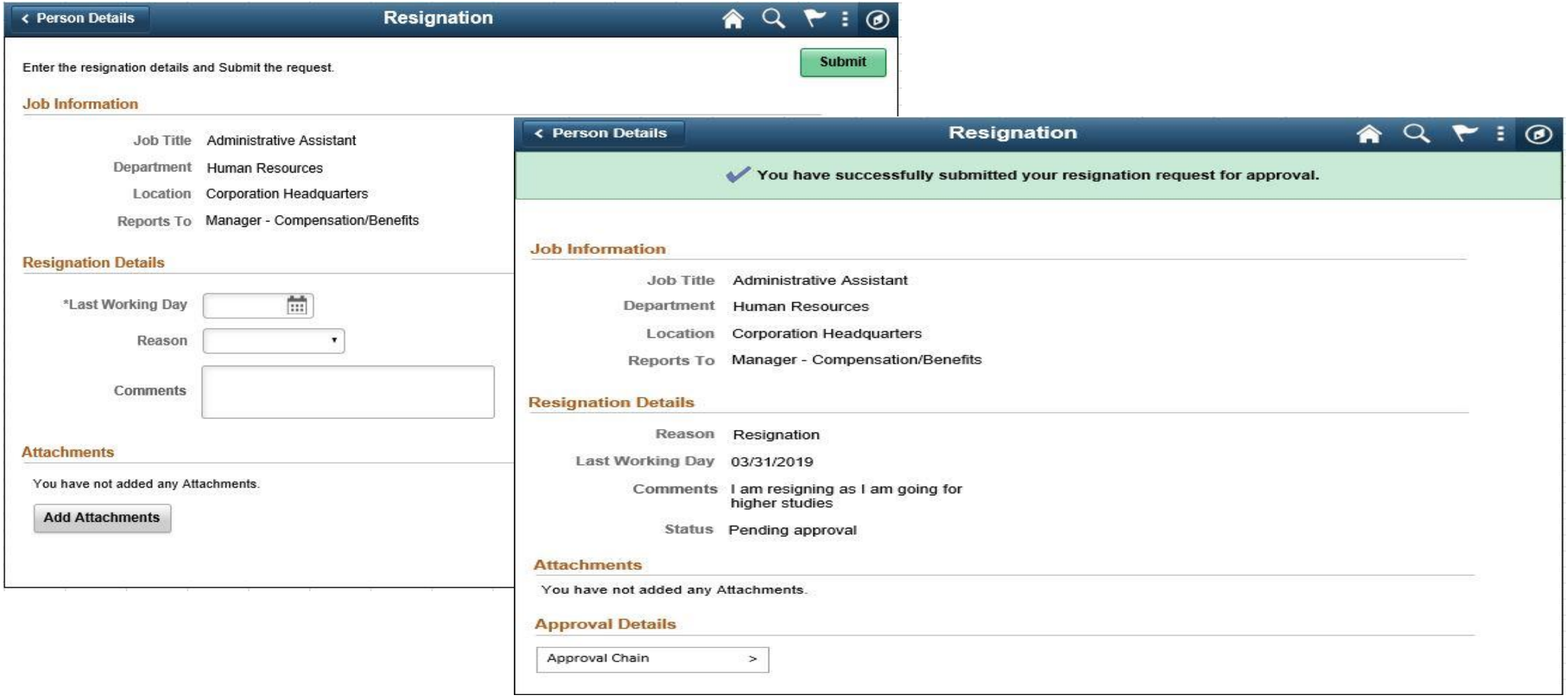
Employee with One Job Submits Resignation Request



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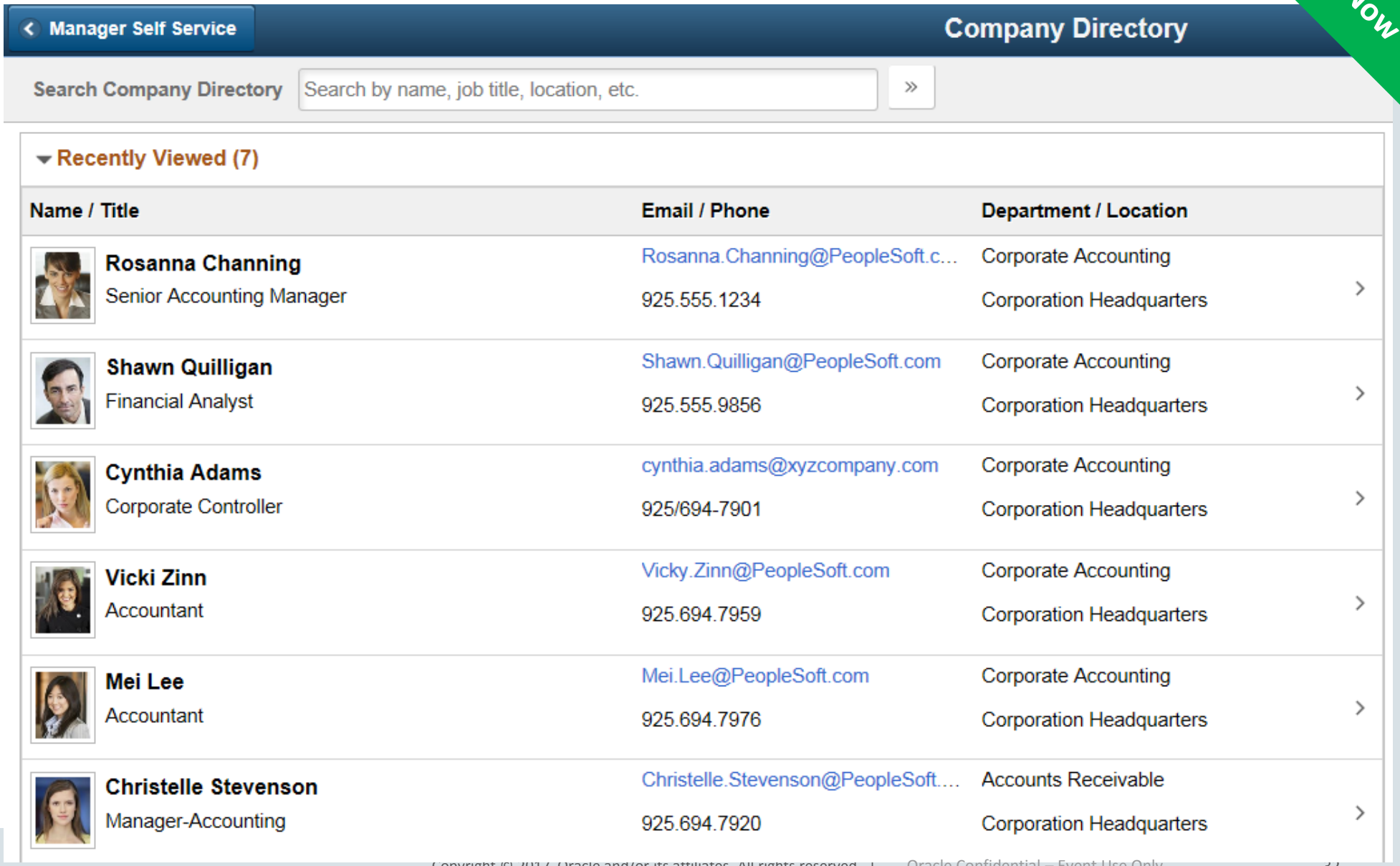
Company Directory

Find Your Friends

Available Now



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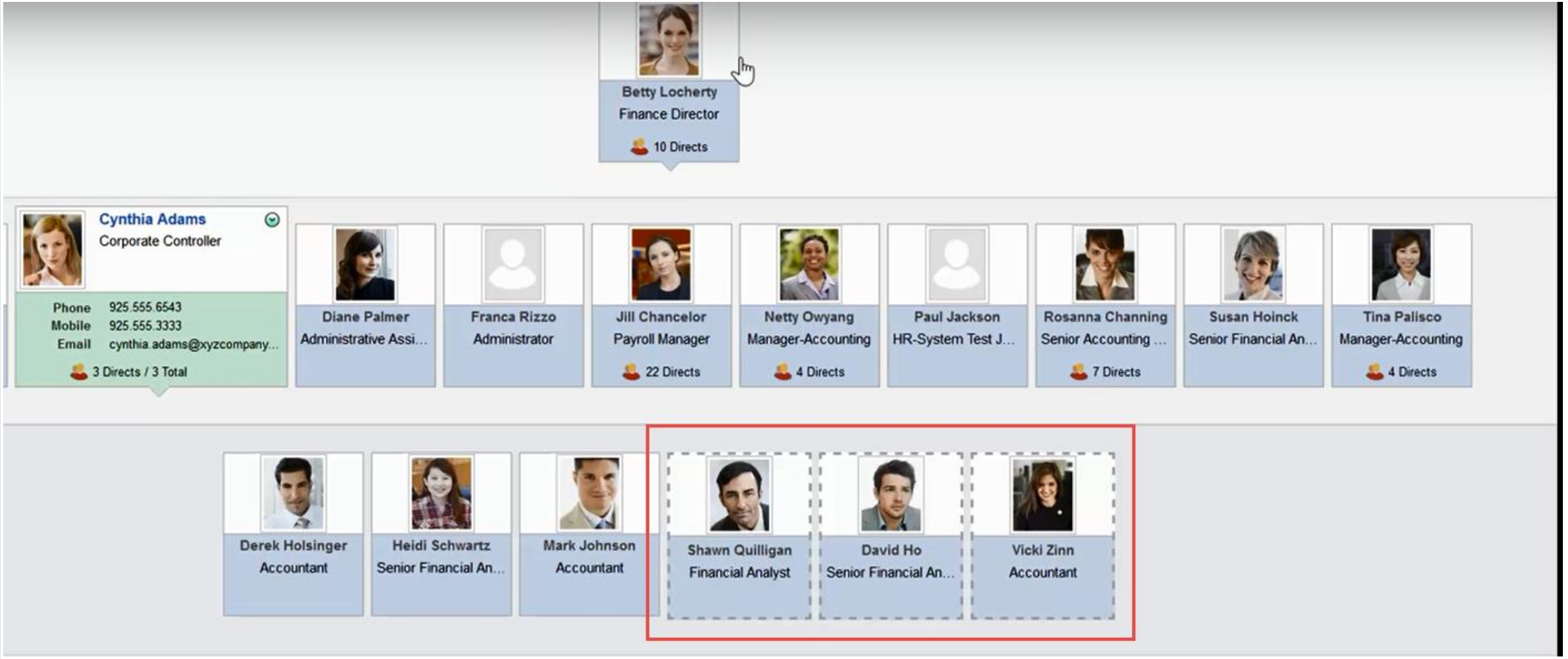
Org Chart

Dotted Line Reporting



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Customer Focus Group Enhancement Requests

- Ability to Export and Print Org Chart – ***Delivered Image 27***
- Show Peer Option - ***Delivered Image 27***
- More User-Friendly View - ***Delivered Image 27***
- Increased Search Return Results Number - ***Delivered Image 27***
- Ability to display different fields on Org Chart & Profile of CD - ***Delivered Image 27***
- Ability to Show Empty Position in Org Chart – ***Delivered Image 28***
- Ability for Admin to Export Entire Directory – ***Delivered Image 28***
- Ability to Show Job Title in Company Directory – ***Roadmap***

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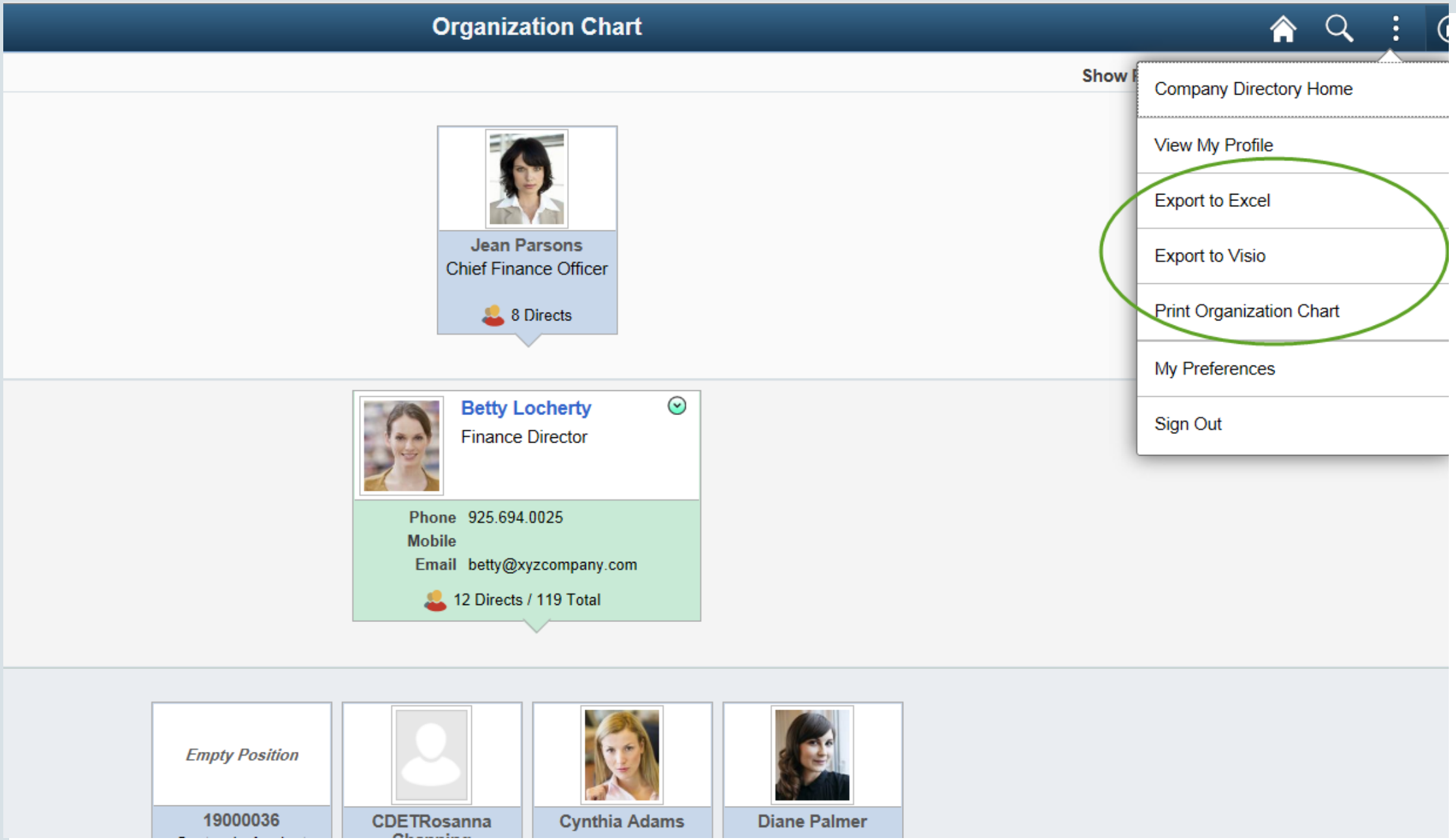

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Ability to Display *Empty Positions* on Org Chart

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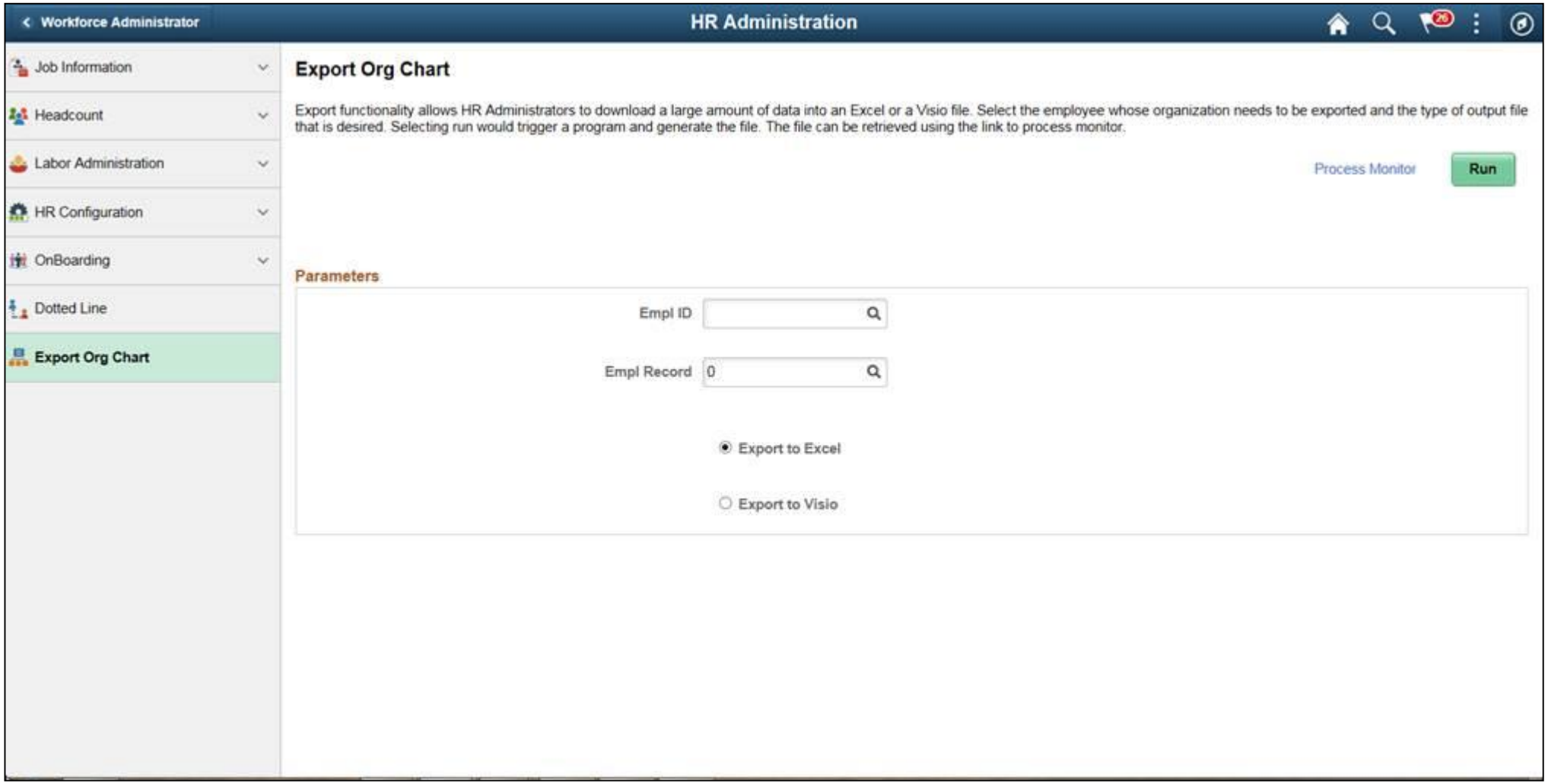
Ability for HR Admin to Export Entire Org Chart



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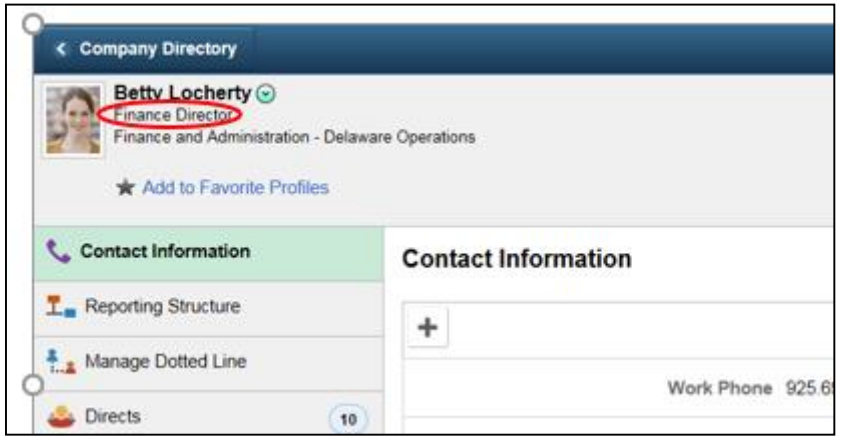
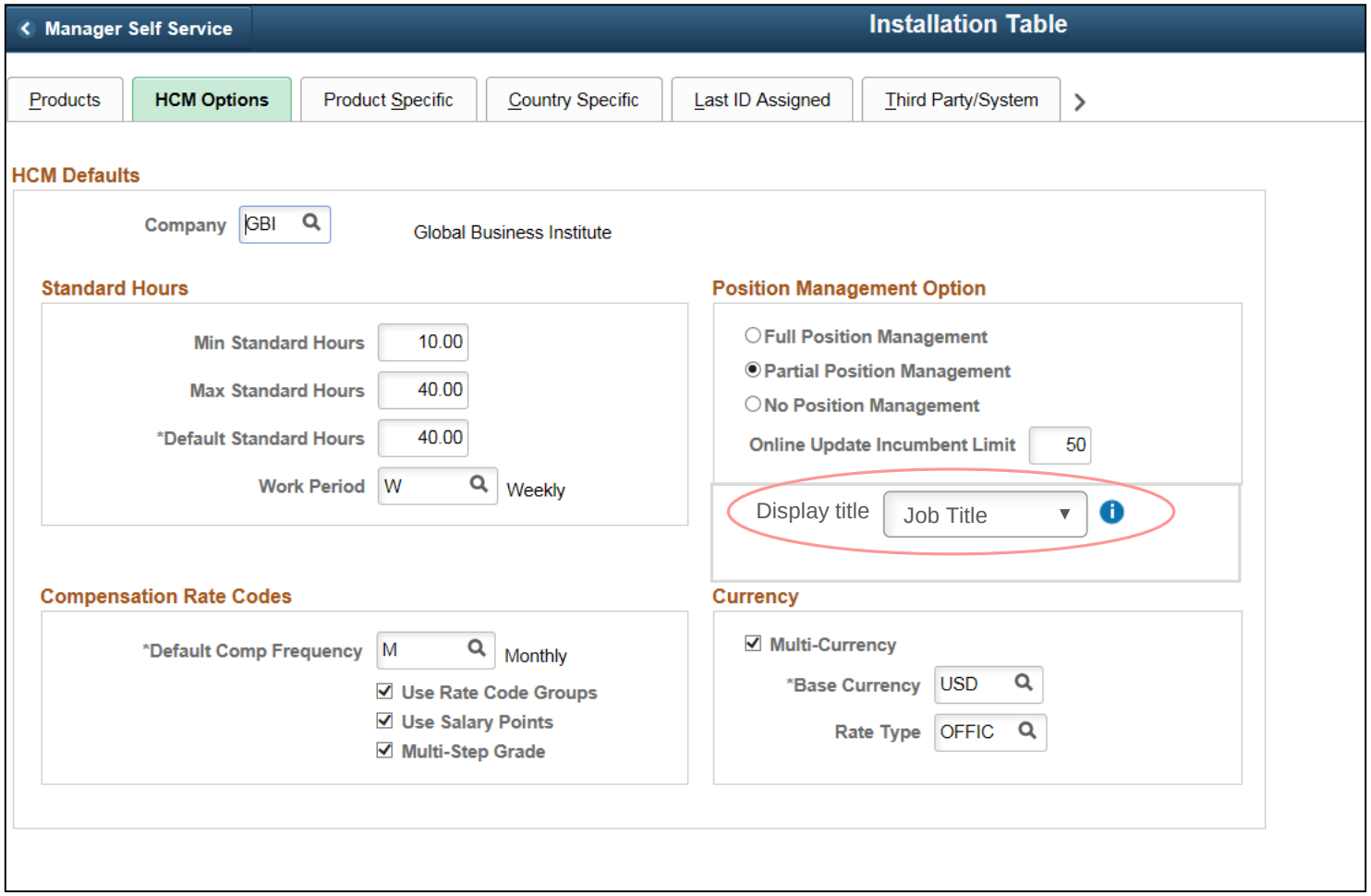
Ability to Display Job/Working Title

Roadmap





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Human Resources - The **Heart** Of PeopleSoft HCM

1. Legislative/Regulatory Update
2. Self Service
3. **Profile Management**
4. Position Management
5. Human Resources

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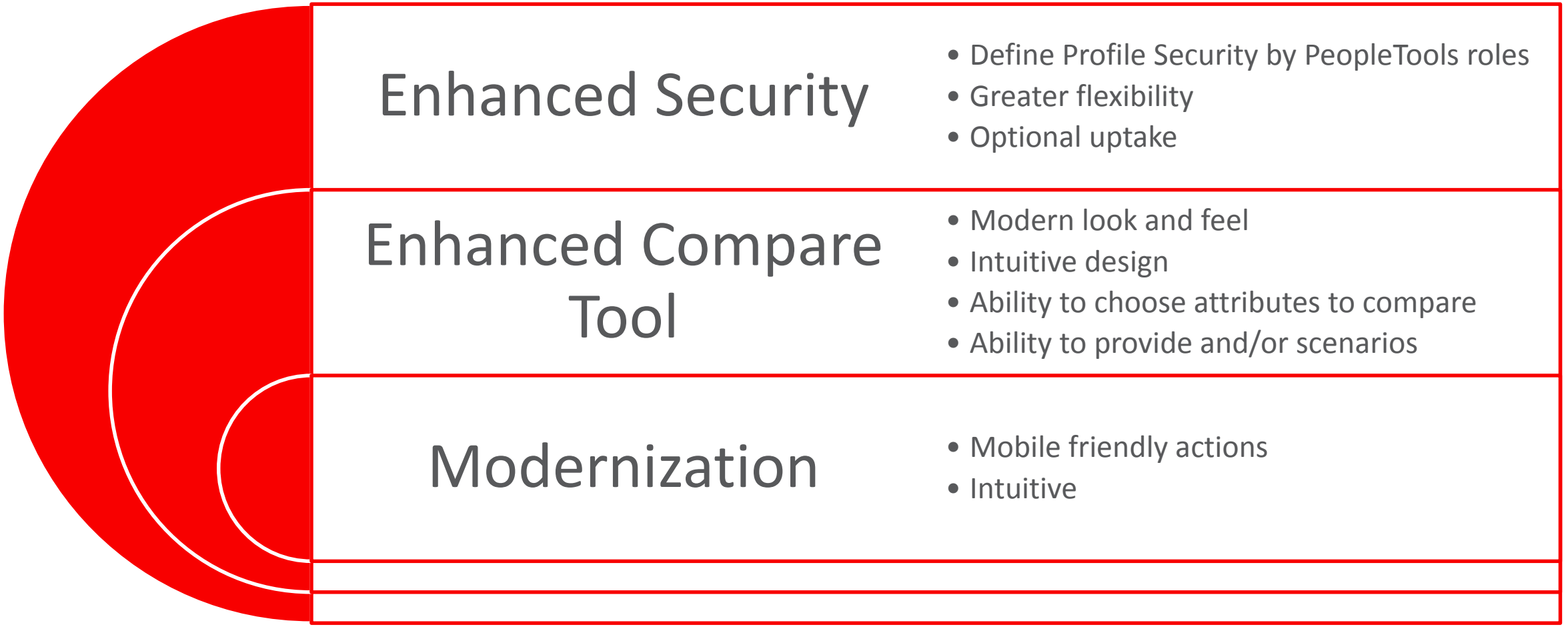
Profile Management

Roadmap



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Roadmap

Add ROLENAME to Content Security - New

Role Security

*Profile Role	Rolename	Allow Update	Approval Required	*Enable Attachments
Administrator	Search	☑	☐	No Attachments
Employee	Search	☑	☑	No Attachments
Manager	Search	☑	☑	No Attachments

+ Add Role

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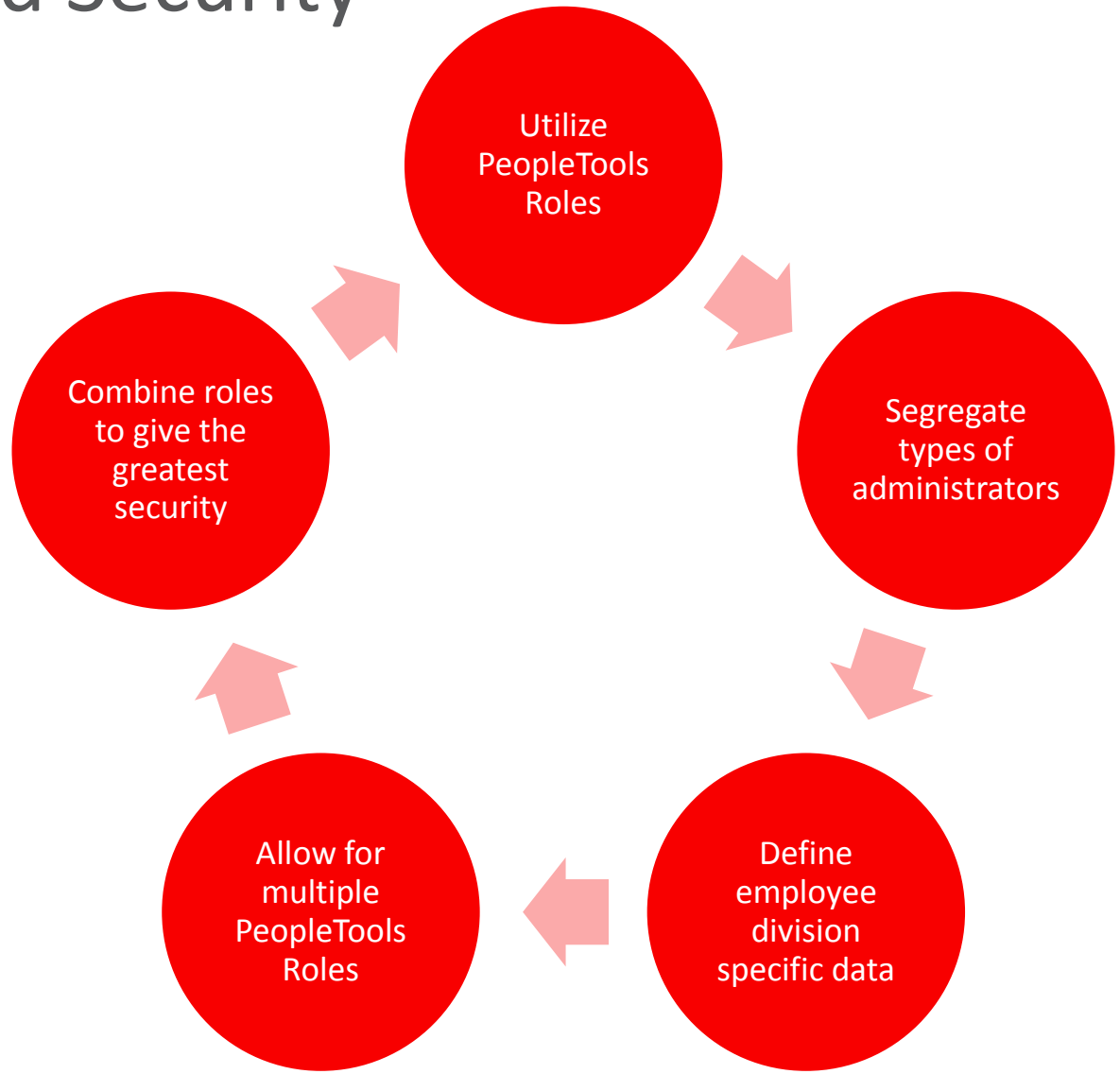
Profile Enhanced Security

Roadmap



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Human Resources - The **Heart** Of PeopleSoft HCM

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Key Advantages of Position Management

- Create and track position data and its history
- Maintain incumbent data
- Less data entry in Job Data
- Budget for positions by department
- Maintain headcount info
- Maintain organizational structures
- Positions can be created with a status of Approved, Proposed or Frozen

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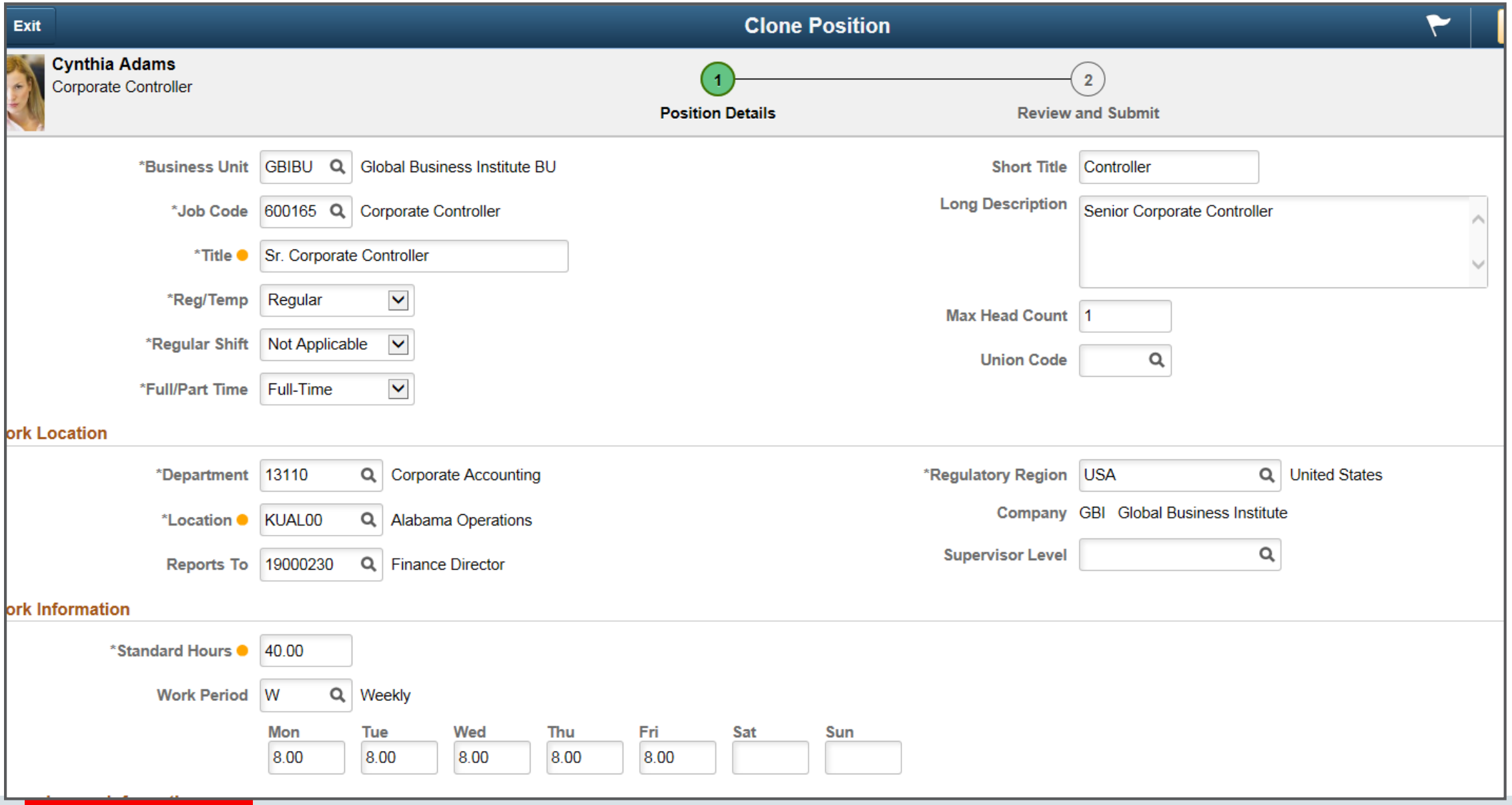
Request Clone Position

Available Now



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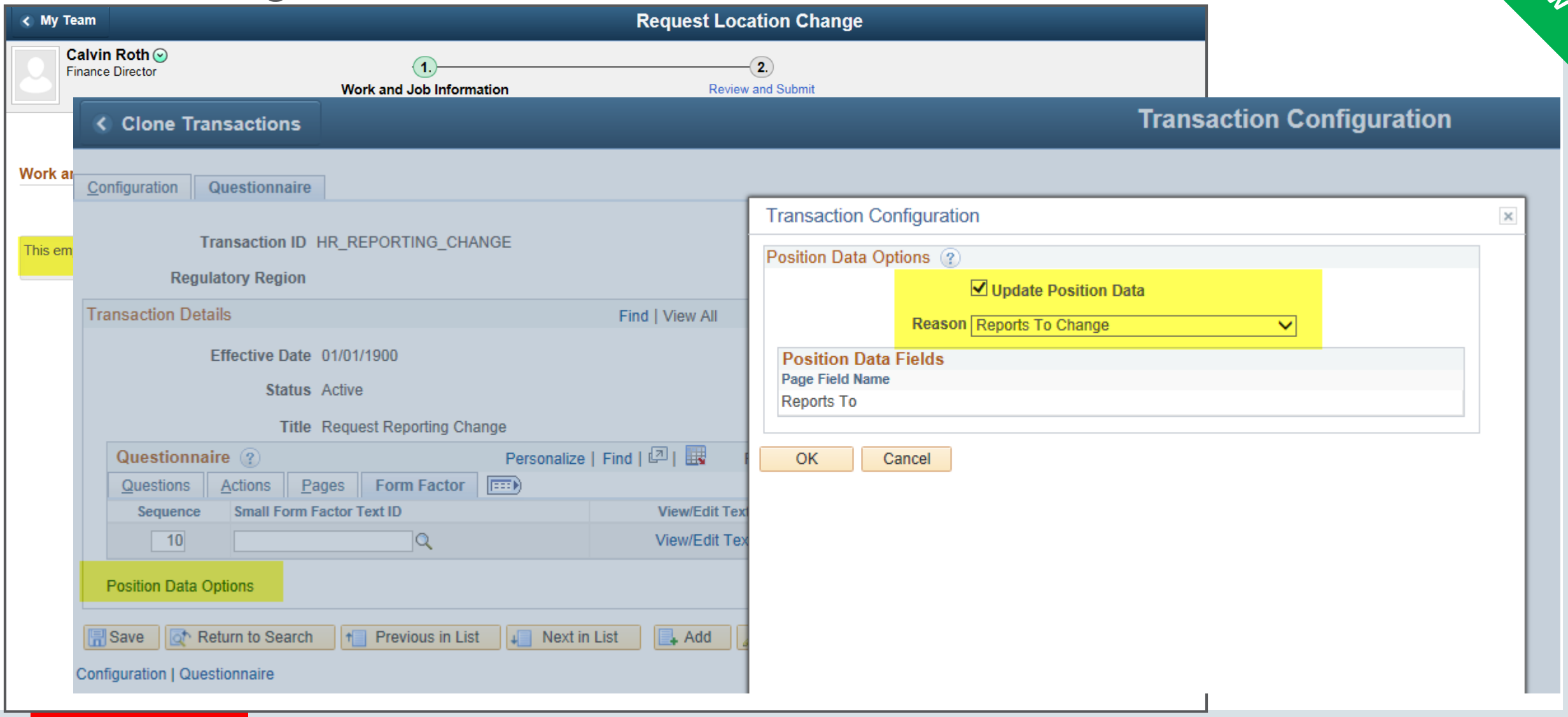
Guided Self Service

End to End Integration

Available Now



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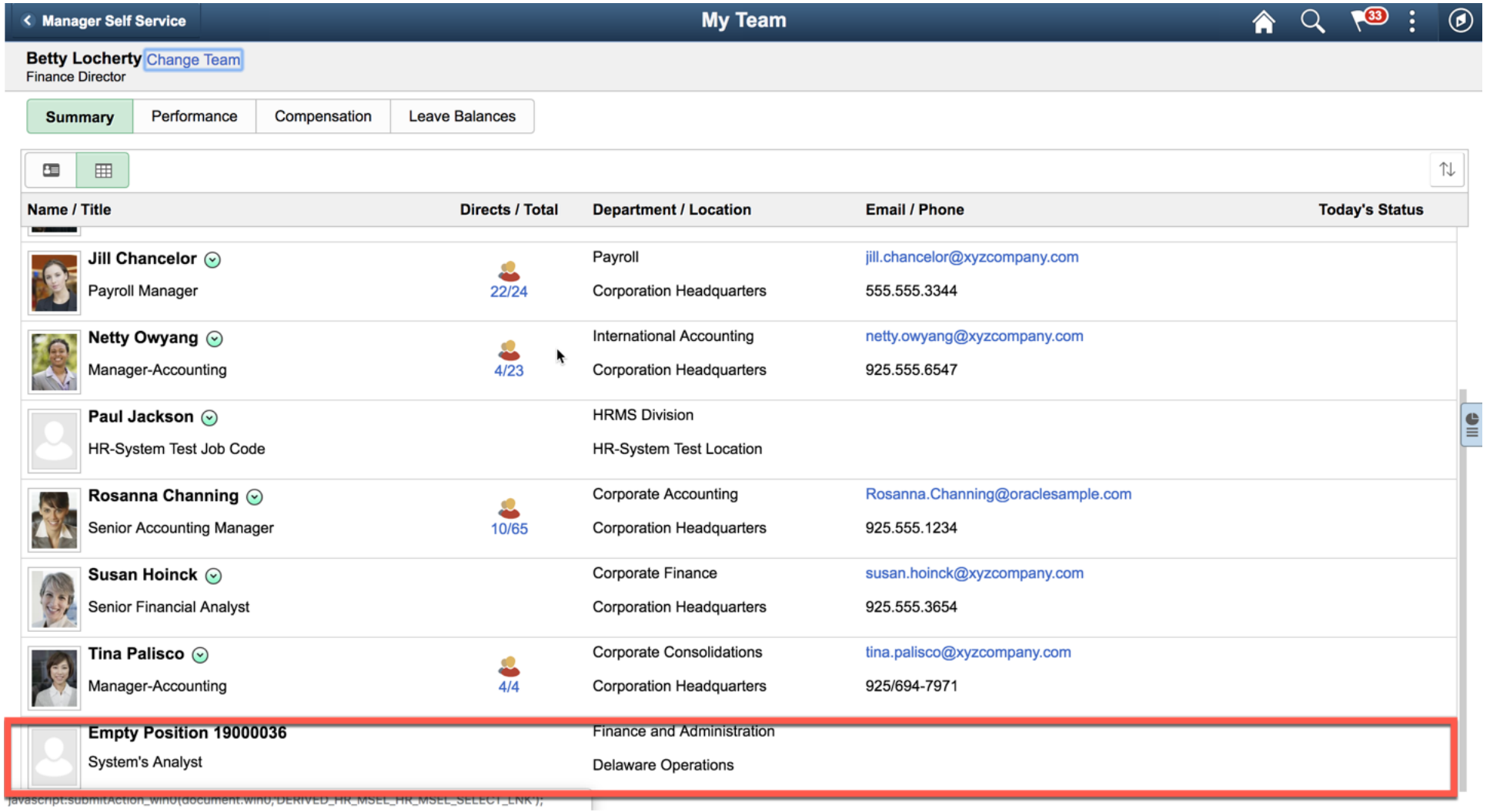
Display Empty Position on My Team

Available Now



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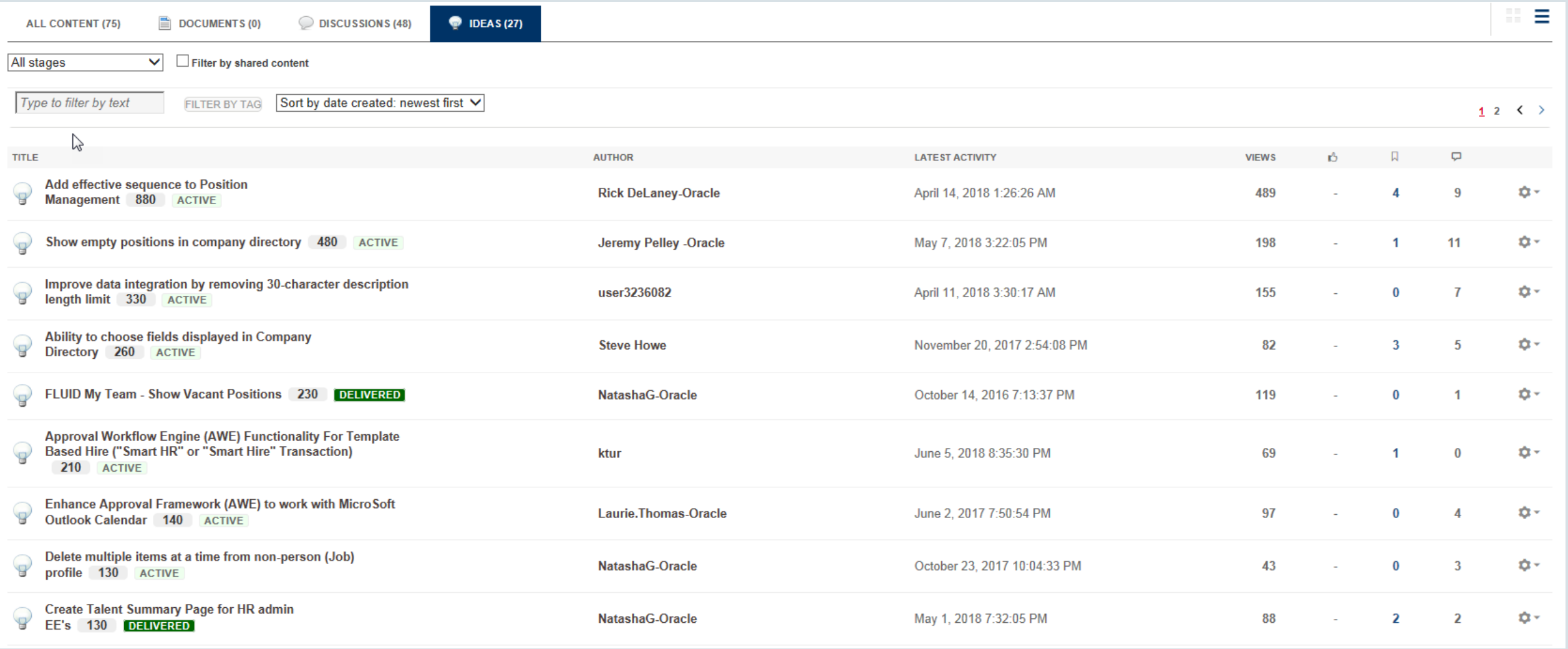
Idea space



TITLE	AUTHOR	LATEST ACTIVITY	VIEWS				
Add effective sequence to Position Management 880 ACTIVE	Rick DeLaney-Oracle	April 14, 2018 1:26:26 AM	489	-	4	9	
Show empty positions in company directory 480 ACTIVE	Jeremy Pelley -Oracle	May 7, 2018 3:22:05 PM	198	-	1	11	
Improve data integration by removing 30-character description length limit 330 ACTIVE	user3236082	April 11, 2018 3:30:17 AM	155	-	0	7	
Ability to choose fields displayed in Company Directory 260 ACTIVE	Steve Howe	November 20, 2017 2:54:08 PM	82	-	3	5	
FLUID My Team - Show Vacant Positions 230 DELIVERED	NatashaG-Oracle	October 14, 2016 7:13:37 PM	119	-	0	1	
Approval Workflow Engine (AWE) Functionality For Template Based Hire ("Smart HR" or "Smart Hire" Transaction) 210 ACTIVE	ktur	June 5, 2018 8:35:30 PM	69	-	1	0	
Enhance Approval Framework (AWE) to work with MicroSoft Outlook Calendar 140 ACTIVE	Laurie.Thomas-Oracle	June 2, 2017 7:50:54 PM	97	-	0	4	
Delete multiple items at a time from non-person (Job) profile 130 ACTIVE	NatashaG-Oracle	October 23, 2017 10:04:33 PM	43	-	0	3	
Create Talent Summary Page for HR admin EE's 130 DELIVERED	NatashaG-Oracle	May 1, 2018 7:32:05 PM	88	-	2	2	

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Features Delivered in HCM Image 29

Requirements	Priority	Requirement Specification
Effective Sequence	High	**Why Effective Sequence:** Decentralized Work, Corrections to Pool Funding Information, Simultaneous GSS transactions, Limited Correction Access
Fluid Position Management	High	• Improved navigation and search capabilities • Guided process: Creating Position, Clone from Position and Maintain Position Data • Ability to configure page and page fields by Reason • Quick Summary Page: To review Position History and take allowed actions • Attachments • Transaction Summary (Review Step) • Related Content
Layout and Usability Improvements	High	• Functional grouping of fields. • Display Update Incumbents CI Exceptions online.
Approvals		Approvals for Creating a Position, Cloning from Position and Changing Position Data

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Benefits of Using Effective Sequence with Fluid Position Management

Enhanced Data Entry

Enter multiple transactions of same effective date.

Minimize loss of data while using Correct History

Avoid correcting existing position data, instead track changes using effective sequence

Ease of Access to Functionality

Always available similar to Job Data.

No need for enabling switch and thus no complexity of switching back.

Will always be set to '0'

Proper History Maintenance and Better Audit of Changes

Maximum Effective Date and Effective Sequence information is used for any processing and thus current views, integrations will not be impacted.

Better Usability

Comes with Fluid User Interface that will make data entry more intuitive.

Harness new and useful capabilities like Better Search , Summary of Changes, Attachments, Approvals and Configurable Fields Functionality

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Future Enhancements

Roadmap

Roadmap:

- Reports To Field functionality improvement
- Enable Drop Zones for Position Management
- Ability to maintain more Job Data fields from Position Data
  (Pay Group, Ben Partic, Holiday Schedule…)
- Improve Update Incumbents Functionality: More Options to Include fields during Jobdata update

Other Features for Future:

- Save as Draft
- Increase Position Title Field Length
- Better Clone Functionality
- A Guided approach to moving to Position Management

ORACLE

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Human Resources - The **Heart** Of PeopleSoft HCM

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HR Analytics for the HR Admin

YES!!!!!

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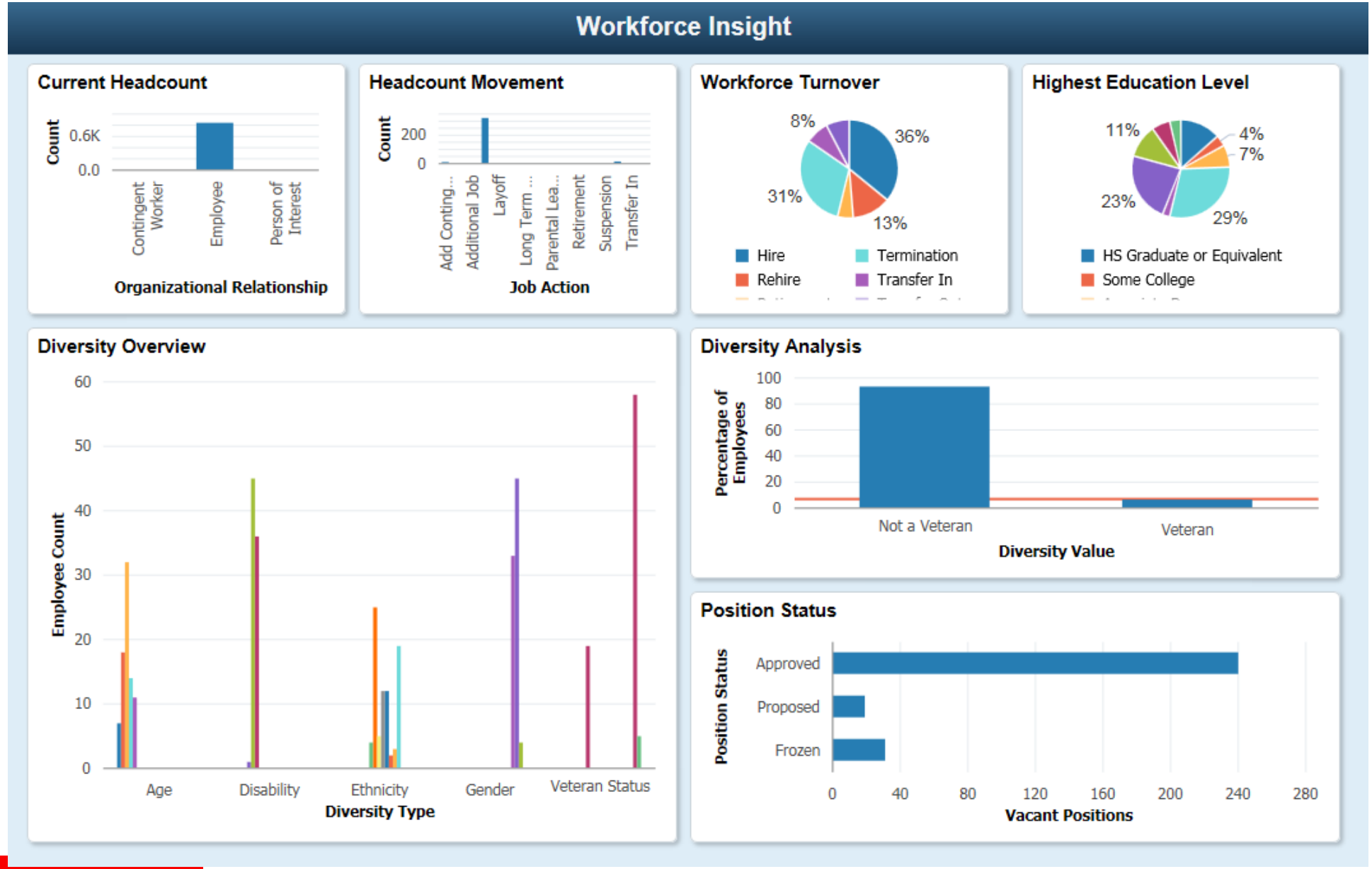

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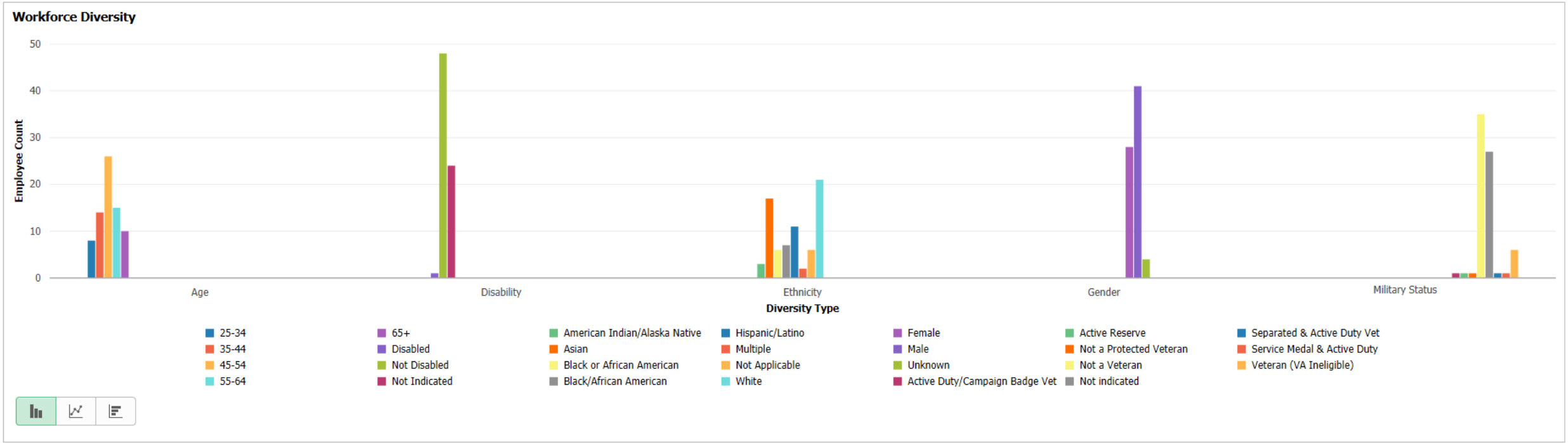
Workforce Diversity

Rows: Diversity Type, Diversity Value

Columns: Empl ID



100 rows

Empl ID	Employee Name	Diversity Type	Diversity Value	Company	Location	Department	Job Code	Regular/Temporary	Full/Part Time	Employee Type
K0G018	Josephine Bonds	Age	35-44	Global Business Institute	Kentucky Operations	Marketing	Representative-Sales	Regular	Full-Time	Not Applicable

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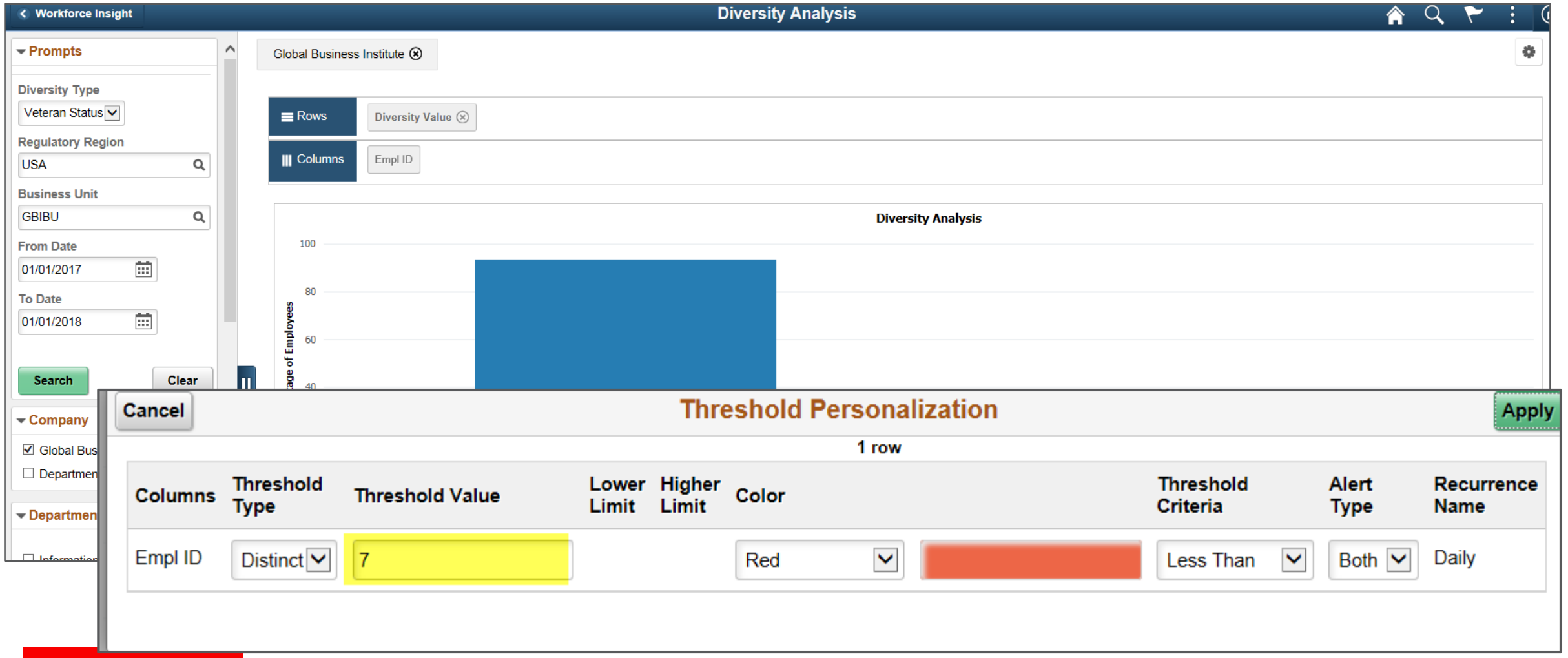
Personalized Alerts and Notifications

Delivered in PTools 8.57



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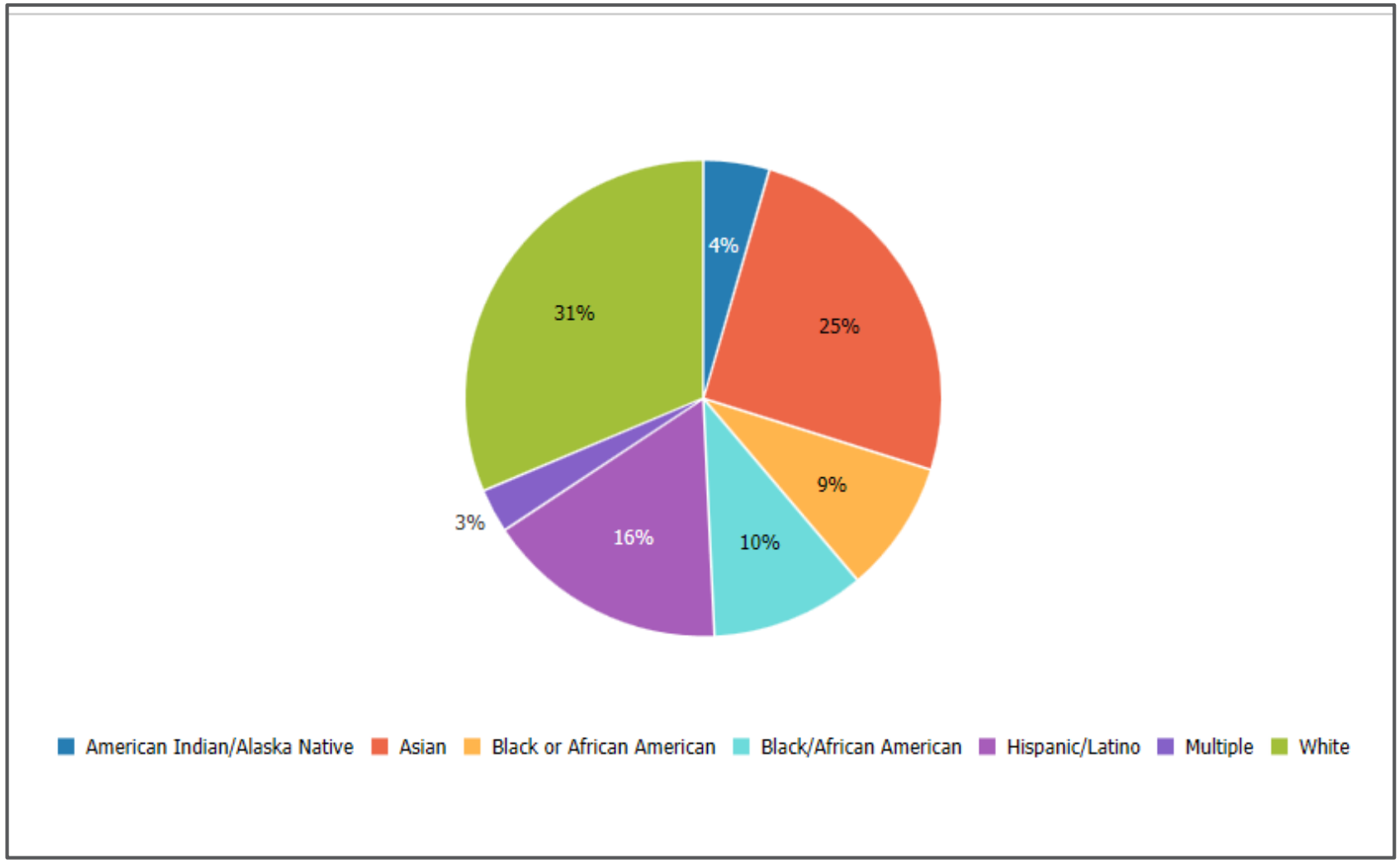
Make Informed Decisions

Workforce Analysis

HR Analytics:

- Workforce Diversity
- Workforce Diversity by Type
- Highest Education
- Vacate Position Analysis
- Turnover Analysis
- Headcount Movement



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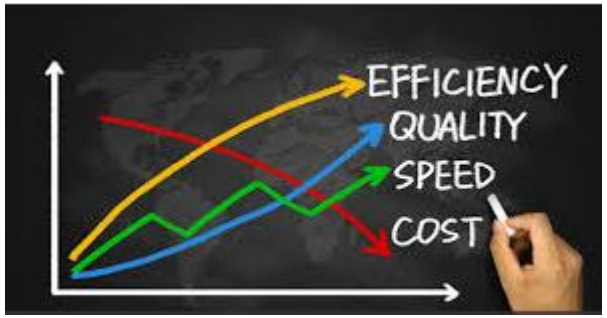
What are the *benefits* to Job 'Modernization'?

Roadmap

- Streamlining HR Data Entry Processes
- Modern User Experience
- Leverage PeopleSoft Technology
- Reduce Customizations



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Roadmap

*Mockups – Subject to Change

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Roadmap

Manage Human Resources

Manage Job

Manage Person

HR Administration

HR Analytics

*Mockups – Subject to Change

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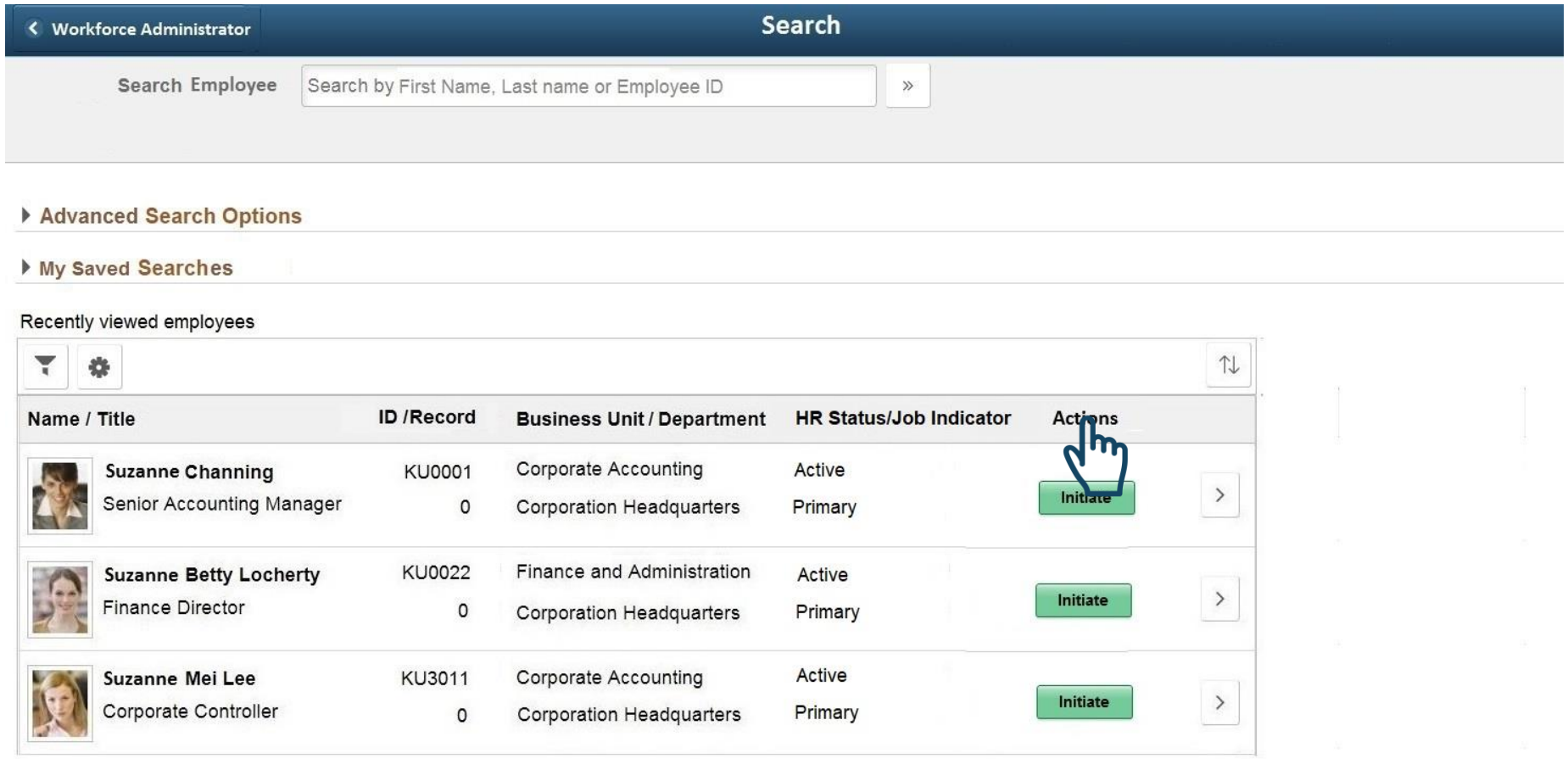

What's New:

- New Fluid Search Page
- Advanced Search
- Save Search Criteria
- Filter and Sort on Search Results
- Initiate Button: Initiate Jobdata change
- Configure and Personalize Search
- View Job History

*Mockups – Subject to Change

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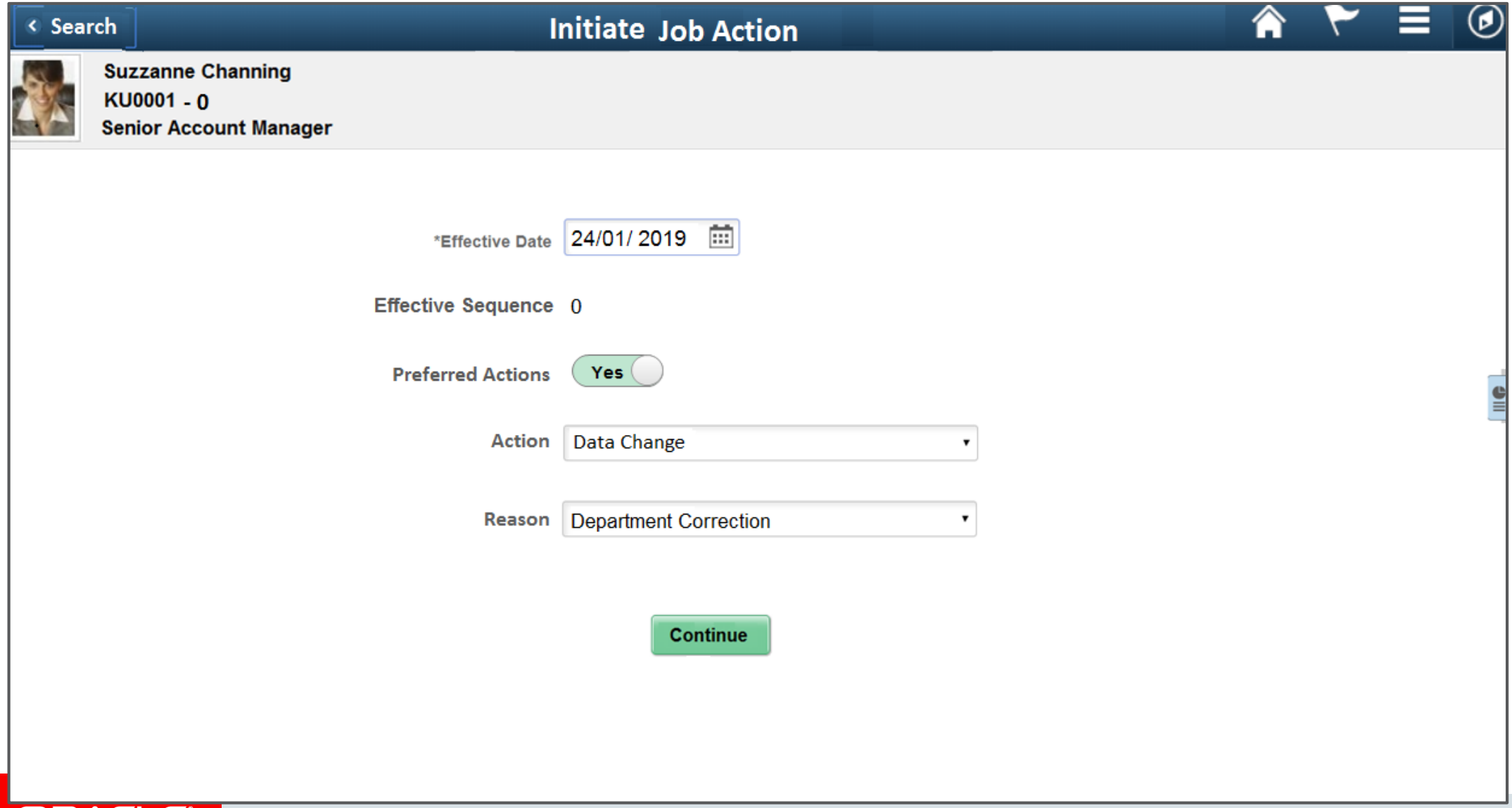
Initiate Job Action



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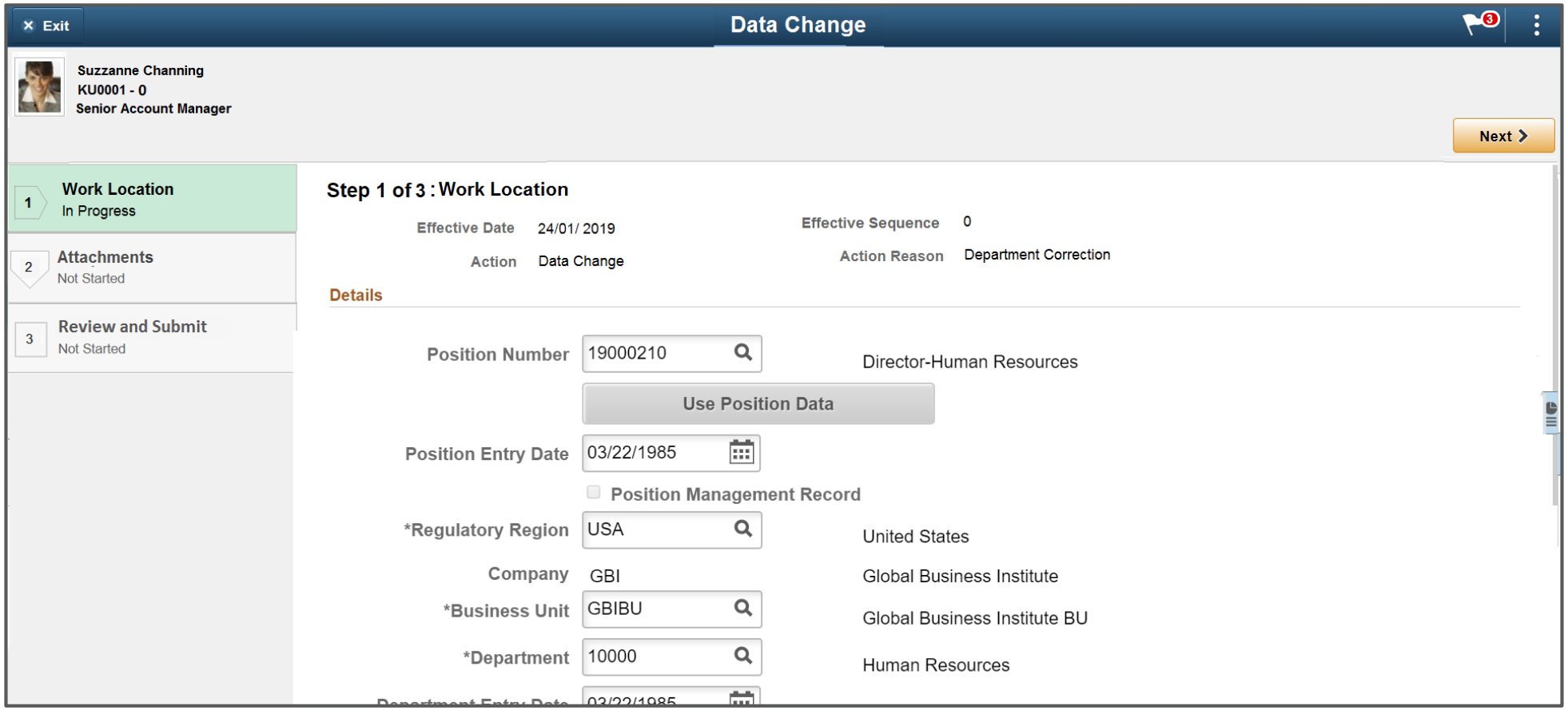

What's New:

- Guided Process using Activity Guide Compo with required steps
- Leverages Page and F Configuration to hide/unhide steps an page fields

*Mockups – Subject to Change

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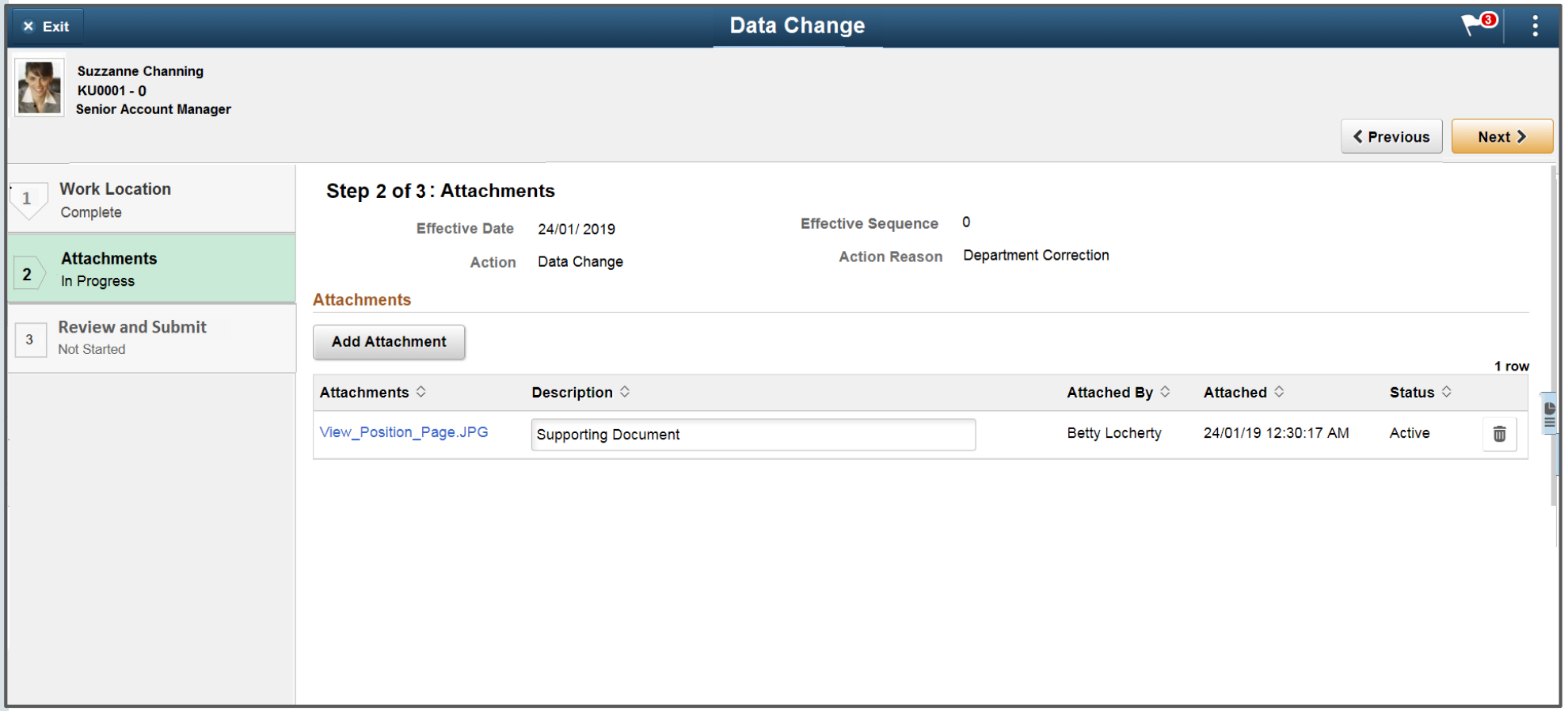

What's New:

Attachments

- Ability to add by Action/Action Reason
- Ability to delete attachments
- Ability to disable Attachments step from data entry, if not applicable

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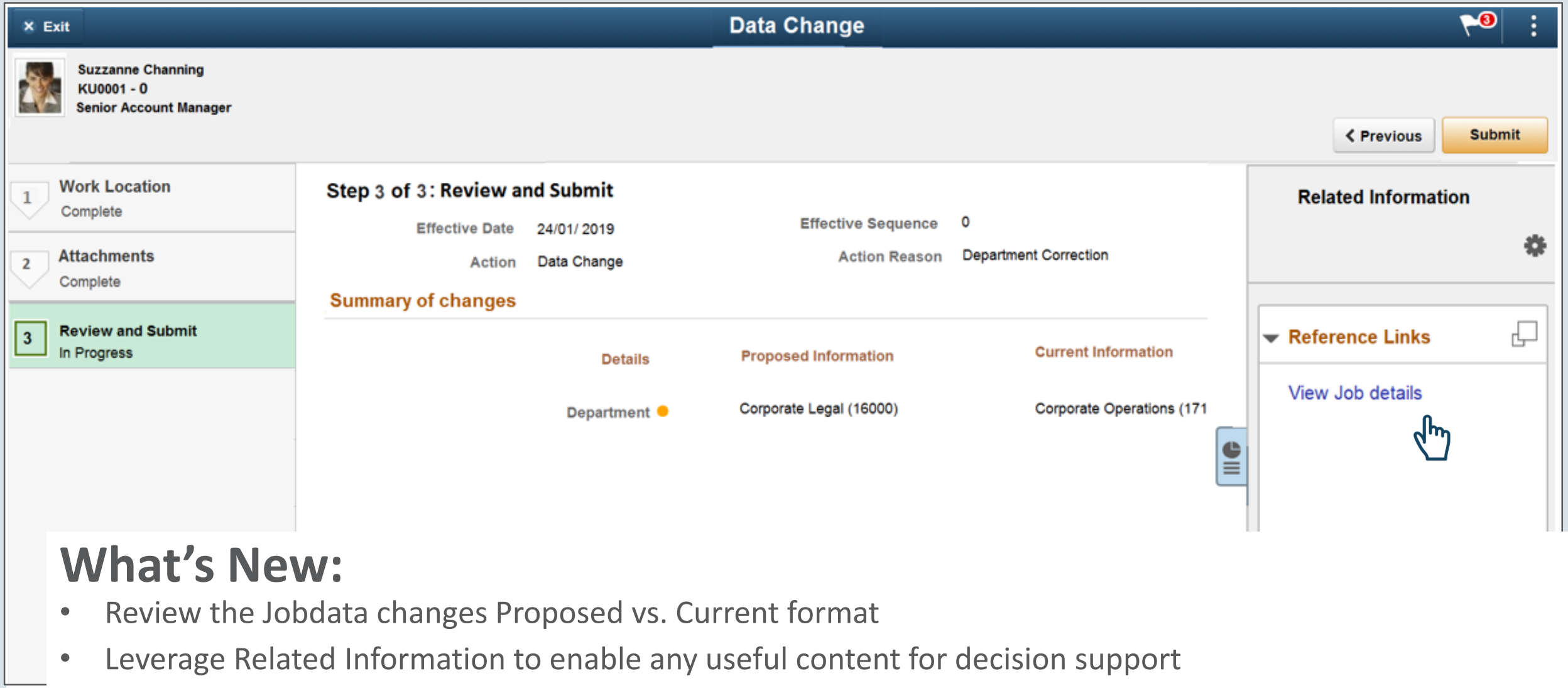

What's New:

- Review the Jobdata changes Proposed vs. Current format
- Leverage Related Information to enable any useful content for decision support
- Submit button to finalize the change and submit for approval
- Ability to View Job History

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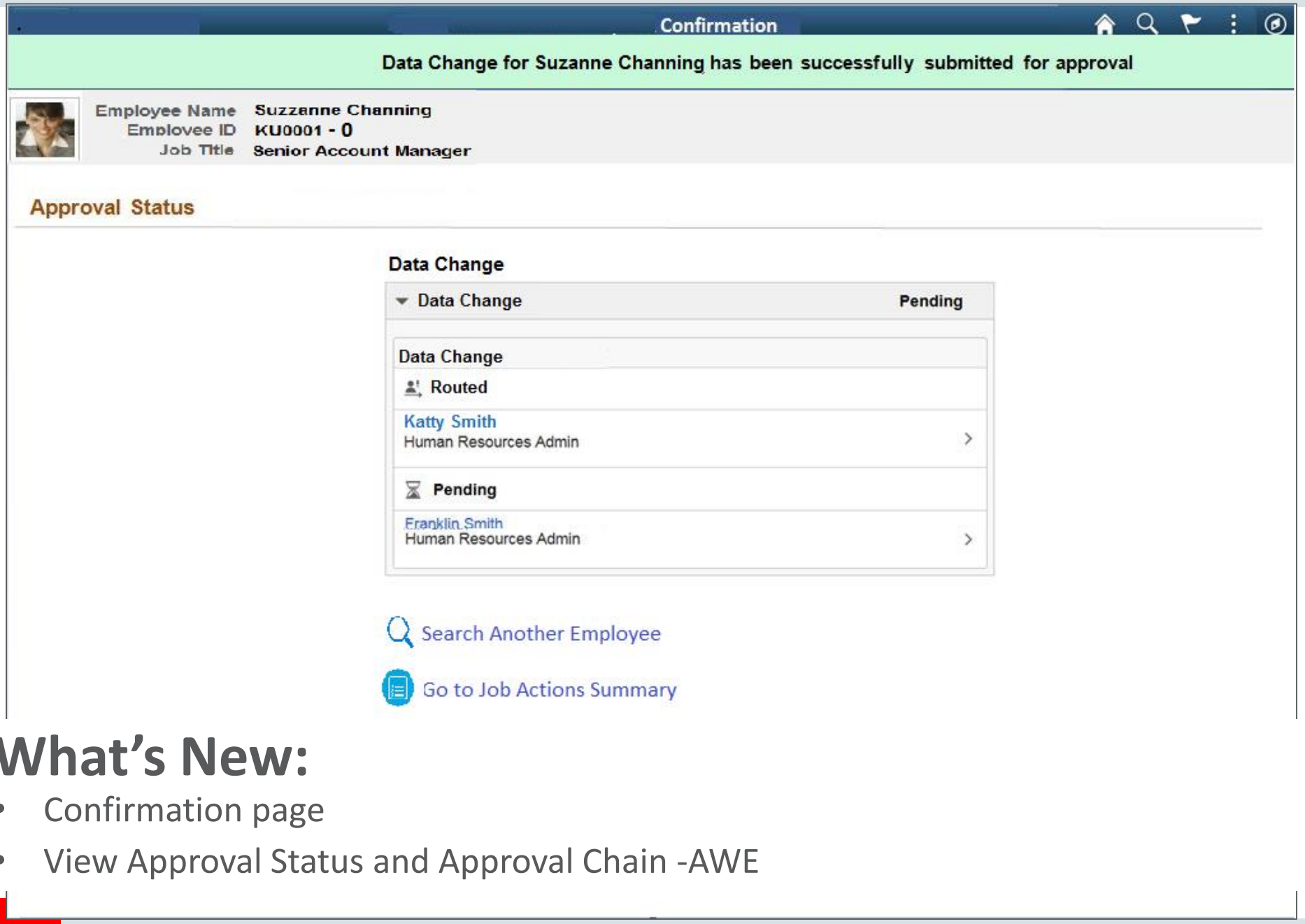

What's New:

- Confirmation page
- View Approval Status and Approval Chain -AWE

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Questions and Answers

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