



**Oracle's PeopleSoft Human Capital
Management and Enterprise Learning
Management Release 9.2:**

An Executive Summary of Oracle's HCM v9.2 RVP

Executive Summary

HCM and ELM 9.2

The Executive Summary of the HCM RVP asserts that “PeopleSoft Human Capital Management (HCM) is a world-class, HCM solution for organizations of every size, region and industry” and reminds users that “only Oracle has a global, web-based, single system HCM solution that covers every aspect of the HCM road map”. That road map extends from “core HR functionality” through to “service automation and delivery”, and finally to “integrated enterprise talent management solutions”. In practical terms, however, what does that mean for users?

After analyzing the HCM RVP and viewing PeopleSoft 9.2 demonstrations (as well as a series of informational videos released by Oracle), MIPRO professionals believe that the 9.2 HCM and ELM functionality offers some appealing updates to existing tools and intriguing new features. For the most part, it appears that PeopleSoft 9.2 is more about enhancing the performance and usability of existing products rather than providing any radical new changes to file structures or application usage as in some past updates. While this is more evolutionary than revolutionary, the changes are still exciting.

Key Highlights

• Improved interface and enhanced reporting

The legacy PeopleSoft user interface has clearly reaped some benefits from the enhancements found in PeopleTools. Improvements include enhanced search capabilities and an embedded help option. In addition, Oracle has provided more delivered pivot grid reports, such as the familiar headcount report, enabling users to filter and view headcount in a variety of different ways.

• New features and efficiencies

New features that many users have asked for in the past include ePerformance enhancements of integration with Outlook and the mid-period review support. In Recruiting, the candidate experience has been enhanced to make the system both more intuitive through guided navigation, and more efficient for recruiters and managers via enhanced 360-degree views of applicants and job openings. Absence Management, Time & Labor, and ELM all have some additional minor features added in this release, but none are highly impactful changes.

• Payroll application update

While the workhorse Payroll application has not seen significant changes over the years, it will have a new feature in 9.2: Paycheck Modeling. Users who are granted access to the feature can perform a “what if” analysis of their net paycheck by manually changing various components of their pay. One helpful feature is the fact that access to Paycheck Modeling is controlled by pay group. Since some organizations may find it useful for certain segments of the employee population and not for others, this is a useful control option.

- **New employee-directed Life Events options**

In eBenefits, the template-based Life Event guided process was designed to support the employee as they navigate through the process of recording benefits changes as the result of events such as a marriage or the birth of a child. This process includes the ability to attach supporting documentation so the step of an Administrator having to be part of the process to collect the documentation is eliminated. PeopleSoft 9.2 introduces a number of new employee and employer options for customization and ease of use of this feature.

- **Upgrade flexibility**

For 9.1 HCM clients that do not want to go through an upgrade in the near future, but are looking to add any of the talent management modules, they now have the option of integrating the Fusion Talent Management applications or the 9.2 applications. Oracle is providing delivered integrations to HCM 9.2 versions of Recruiting, ELM, ePerformance, Compensation, and Career and Succession Planning.

The bottom line? Overall, PeopleSoft HCM 9.2 has added mostly nice-to-have features and conveniences, primarily due to the PeopleTools enhancements. While this is not necessarily a game-changer, it is a clear improvement with a number of welcome new elements. Additionally, there is good news for those 9.0 customers who need to upgrade due to the full support lapse of their current version: their users and technical teams won't experience a disruption to their business processes or require extensive retraining and reeducation.