# INFOLOB

**Oracle HCM – Data Sheet**
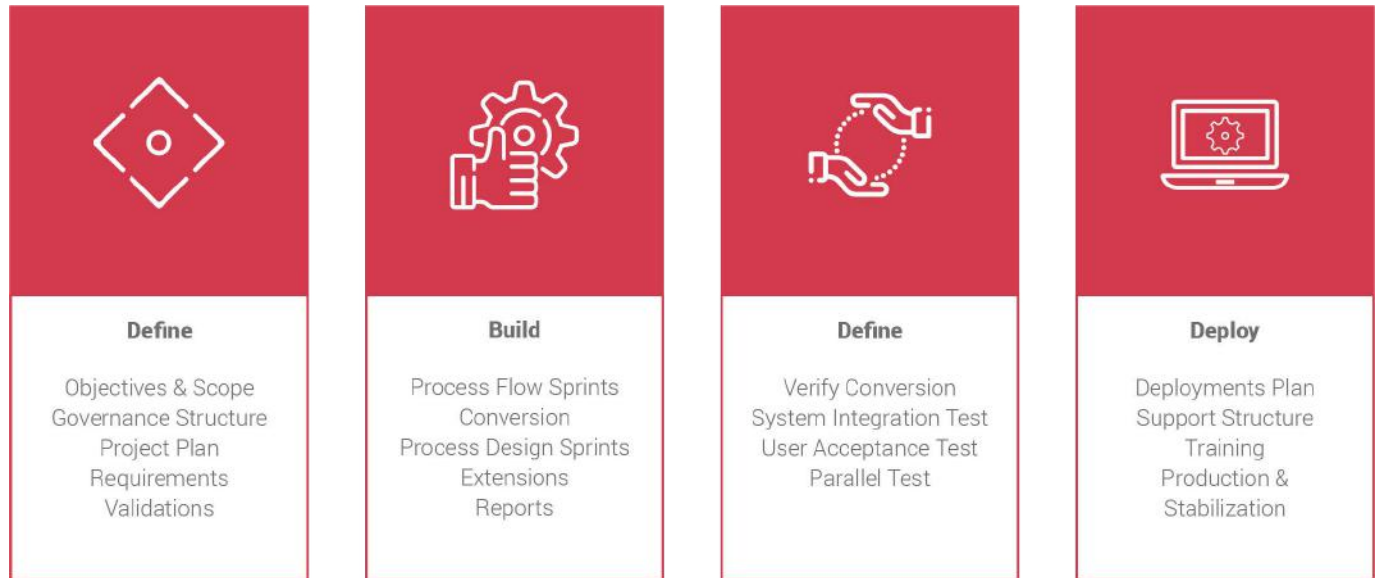
# Oracle HCM/PeopleSoft

## Service offerings

If you haven't made the jump to the cloud yet, Infolob is happy to help you and your company implement a new HCM platform. We are experts with Oracle HCM, but we offer services for other HCM applications as well. Infolob helps you design, implement, roll out, and drive adoption of transformational HR-IT systems and programs. Some of our focus areas are:

- HR-IT assessment and portfolio planning
- HCM software evaluation
- Implementations and upgrades
- Global roll-outs
- Application maintenance and support
- Custom software development for customer-specific needs

**About Oracle HCM**

With the launch of the final version of PeopleSoft in March of 2013, many organizations are transitioning their PeopleSoft on-prem software to the cloud-first Oracle HCM solution. Moving to Oracle HCM Cloud has extensive benefits for businesses that would not otherwise be available outside the cloud. Leading in technological applications and software is vital to the modern business in order to compete with others and attract new, bright minds. Corporations are able to redirect money that might otherwise be allocated for maintenance towards other aspects of the business, since the cloud provider handles all application upgrades and maintenance. Additionally, cloud computing constantly employs leading industry standards to keep everything up to date.

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## Implementation Methodology

| Define | Build | Define | Deploy |
|---|---|---|---|
| Objectives & Scope | Process Flow Sprints | Verify Conversion | Deployments Plan |
| Governance Structure | Conversion | System Integration Test | Support Structure |
| Project Plan | Process Design Sprints | User Acceptance Test | Training |
| Requirements | Extensions | Parallel Test | Production & |
| Validations | Reports | | Stabilization |

## Implementation Tracks



**HCM CLOUD**
IMPLEMENTATION TRACKS

Assessment & Product Workshops — Security — Integration — Change Management — Training

Process Design — Data Migration — Reporting Approach — Testing — Project Management & Governance
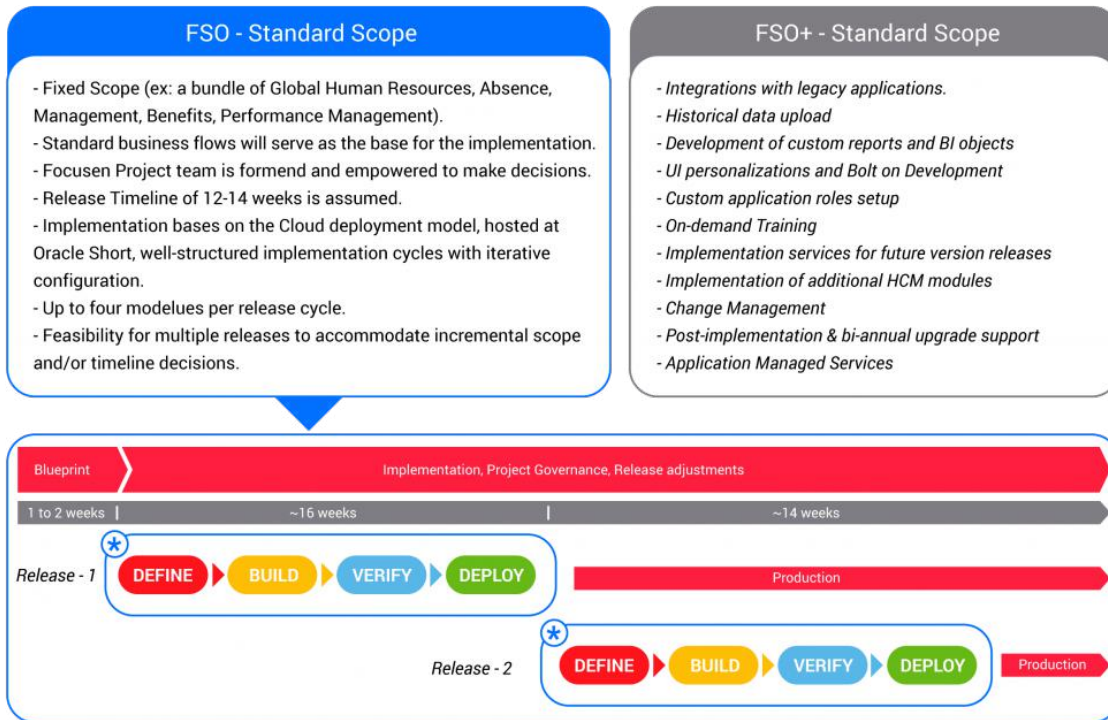
**Infolob Accelerators**

- Change Management strategy
- Bootcamps and workshop plans
- Workflows
- Data Conversion templates

- Integration designs
- Test Scripts
- Repository of the reports
- Training Plans & Materials

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## FSO and FSO+



### FSO - Standard Scope

- Fixed Scope (ex: a bundle of Global Human Resources, Absence, Management, Benefits, Performance Management).
- Standard business flows will serve as the base for the implementation.
- Focusen Project team is formend and empowered to make decisions.
- Release Timeline of 12-14 weeks is assumed.
- Implementation bases on the Cloud deployment model, hosted at Oracle Short, well-structured implementation cycles with iterative configuration.
- Up to four modelues per release cycle.
- Feasibility for multiple releases to accommodate incremental scope and/or timeline decisions.

### FSO+ - Standard Scope

- Integrations with legacy applications.
- Historical data upload
- Development of custom reports and BI objects
- UI personalizations and Bolt on Development
- Custom application roles setup
- On-demand Training
- Implementation services for future version releases
- Implementation of additional HCM modules
- Change Management
- Post-implementation & bi-annual upgrade support
- Application Managed Services

Blueprint | Implementation, Project Governance, Release adjustments

1 to 2 weeks | ~16 weeks | ~14 weeks

Release - 1: DEFINE → BUILD → VERIFY → DEPLOY | Production

Release - 2: DEFINE → BUILD → VERIFY → DEPLOY | Production

## Infolob's PeopleSoft Focus

### Core Competencies
- **Oracle Cloud Services**
  PeopleSoft in the Cloud – Lift & Shift to the Oracle Cloud Environment
  Oracle SAAS Cloud Solution – Migrate PS to the Oracle Cloud Solution
- **Managed Services+++**
  Innovation, Automation, Extended
- **PeopleSoft & PeopleTools Upgrades**
  Upgrade application and toolset
- **Application Implementations & Integration Services**
  HCM, Financial, EPM, SCM & CRM

### PeopleSoft Specialist
- **Experience**
  Over 25 years of PeopleSoft application experience
- **Extensive Product Knowledge**
  Application, environment & PeopleTools
- **Diverse Industry Experience**
  Public sector, education, non-profit, finance, healthcare, retail & manufacturing
- **Quality Resources**
  On-shore, near-shore & off-shore

### Value Proposition
- **Peace of mind**
  Worked performed by certified professionals
- **Reduced Cost**
  Execute proprietary methodologies and practices
- **Increased Business Efficiencies**
  Implement industry standards, streamline operations and reduce expense

### Additional Service Offerings
- **Health Check, Enablement & Adoption**
  Comprehensive system review, Organizational Change Management & Training
- **Performance Tuning**
  Database, application and batch process tuning
- **Testing Automation**
  Selenium, OATS – Standardize and streamline redundant testing processes

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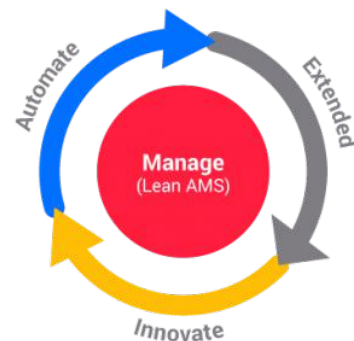
## HR-IT Managed Services

Every company is looking to cut costs while also boosting efficiency, and our nearshore (Mexico-based same-time support) and offshore (India-based support) teams can help with that significantly. This sourcing strategy allows HR leaders to focus on strategy rather than operational and transactional issues while reducing total cost of ownership (TCO) of HR operations.

Infolob has an innovative HR-IT managed service that allows us to be your trusted partner to support and redesign your HR system, along with change management efforts to ensure adoption and success. Using specific business parameters and priorities outlined by you, we will carefully assess your current model and offer recommendations while building a comprehensive roadmap. We also bring to the table our experience in digital platforms to innovate & automate routine HR-IT tasks and workflows, thus enabling HR teams to shift focus from operational activities to strategic initiatives.

### Innovative
- Manage and innovate
- Process and Template
- Driven
- Predictive
- ROI Based

### Automated
- Reduce Waste
- Lean Services Model
- Agile
- DEvOps & Automation
- Robotics

### Extended
- Technology Agnostics
- Capabilities Across BUs
- Cloud Managed Services
- Hybrid IT

### Benefits of Managed Services

- Oracle Cloud  management cost reduction
- Minimize application downtime
- Dedicated Remote Resources
- Routine maintenance of Oracle Coud application fixes
- Routine schedules maintenance windows
- Timely resolutions to identified issues
- Routine review of environment and operations
- One solution for extended support and continuous improvement

Automate

Extended

Manage
(Lean AMS)

Innovate

To partner with us for your HCM needs - reach out to us at
engage@infolob.com

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