

INTRODUCTION TO PEOPLESOFT HR MANAGEMENT SYSTEM

Human Resources User Training Manual

Beginning with the first July 2000 bi-weekly pay date, the University of Colorado has been utilizing PeopleSoft application software to manage how human resources transactions are processed. With PeopleSoft HRMS (Human Resources Management System), the University is able to keep an online effective-dated history of all tasks and activities that were previously managed through hard-copy processes. History is tracked for positions, funding sources for salary and benefits, recruitment activities, employee personal and job data, and time collection reporting. By entering data online, real-time entry of human resources transactions can be accomplished.

Effective April 9, 2003, the University upgraded the PeopleSoft software from a client-server (Citrix) platform (7.5 version) to Internet architecture (8.3 version). In PeopleSoft 8.3, users of the system will access all applications in a purely Internet environment. Access to the applications is accomplished by logging in to a standard Web browser, similar to opening up a favorite web page.

Moving to a web-based architecture provides the University many immediate advantages as well as future positioning for employee self-service web functionality, such as address updates, beneficiary updates, and online access to payroll advice information. Samples of immediate advantages is the ability to set personal favorites, improved page navigation, more understandable add and delete functions, improved WorkList functionality, the ability to open and work in both the human resources and finance system concurrently, and the ability to work from any computer that has web browser access.

Four Keys to Understanding the PeopleSoft HRMS:

- PeopleSoft HRMS – its structure, data, and processes,
- University HR Processes which are supported by the system, and those which are performed outside the system,
- How security assigns "Roles" to system users, whether data input (Initiation), review/approval (Verification) and/or receiving view capability (Inquire), and
- How HR transactions are routed and reported using Workflow, WorkList and Security.

The following five *HR Processes* are part of PeopleSoft HRMS. Each HR Process has a unique transaction routing.

1. **Position Management** - the foundation of PeopleSoft HRMS. Each employee must be assigned a Position Number. Key information attached to each position includes:
 - Position Number (unique)
 - Department
 - Location
 - Job Code
 - Title (working) and Description
 - Pay Group
 - FTE and Standard Hours
 - Regular or Temporary
 - Percent of Time

Position Management has a Verification (approval) process routing.

PeopleSoft HRMS Structure and Processes

Peoplesoft Query Training Manual Hr

Pasquale De Marco



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Security, Audit and Control Features PeopleSoft IT Governance Institute, 2006 PeopleSoft: An HRMS Implementation Guide for the Service Industry Pasquale De Marco, Harness the transformative power of PeopleSoft HRMS to elevate your HR function and drive business success in the dynamic service industry This comprehensive guide provides a step by step roadmap for implementing and optimizing PeopleSoft HRMS empowering you to streamline processes enhance employee engagement and gain a competitive edge With its user friendly interface robust functionality and extensive customization options PeopleSoft HRMS is the ideal solution for service oriented businesses seeking to elevate their HR operations This book delves into the intricacies of PeopleSoft HRMS offering expert guidance on every aspect of its implementation from strategic planning and project management to system configuration and customization Discover how PeopleSoft HRMS can help you Streamline HR Processes Automate routine tasks reduce manual labor and improve operational efficiency Enhance Employee Engagement Empower employees with self service portals mobile access and personalized career development plans Attract and Retain Top Talent Develop a robust talent management strategy including recruitment performance management and succession planning Improve Workforce Analytics Gain actionable insights into workforce trends employee performance and organizational health Comply with Regulations Ensure compliance with labor laws tax regulations and industry standards This book is packed with practical advice real world examples and best practices from industry experts Whether you are a seasoned HR professional a business leader or an IT specialist this book equips you with the knowledge and strategies to unlock the full potential of PeopleSoft HRMS Take your HR function to new heights with PeopleSoft HRMS Embrace the future of HR technology and transform your organization into a high performing agile and customer centric enterprise PeopleSoft HRMS The key to unlocking your HR potential and achieving exceptional business outcomes in the service industry If you like this book write a review **Hunt-Scanlon's Select Guide to Human Resource Executives** ,1997 **Fundamentals of HR Analytics** Fermin Diez, Mark Bussin, Venessa Lee, 2019-11-11 Providing practical hands on approaches to connect data to HR policies and practices to help influence overall business performance this book is an essential resource for aspiring new and experienced HR professionals across a wide range of industrial contexts *Health Care Software Sourcebook & IT Buyer's Guide* ,1999 **e-Learning Standards** Carol Fallon, Sharon Brown, 2002-11-25 For the first time ever clear comprehensive information about the major e learning standards has been brought together in a single resource No more confusing patchworks of information gleaned from scattered Web sites and periodicals No more frustrating searches through hundreds of pages of technical specifications to find the twenty pages that Practical Human Resource Information Systems SATISH K. BAGDI, 2012-05-09 Practical Guide to Human Resource Information Systems HRIS is a comprehensive presentation on global HRIS implementations and the associated challenges faced in such global projects It begins with the basic HR and IT concepts and guides the readers

through the complete life cycle of HRIS applications spanning from planning to execution Both HR and IT play an equal role in the development of HRIS applications This book will help students from both HR and IT streams in assimilating the intricacies of implementation of HRIS projects HR is one of the most popular ERP product implementation topics in today s business world Its implementation needs a practical discussion using examples from real world The examples the case study and discussions in the book follow an international approach rather than discussing only a single country HRIS implementations A real life case study that flows through various chapters of the book brings out challenges in the implementation of HR specific projects In today s global economy HR is changing fast and dives into areas such as strategy outsourcing mergers and acquisitions M A This book covers all these areas and other topics that are relevant to today s HR world providing more value to the readers It provides illustrations to assist readers in visualizing the topics discussed and in developing a sound understanding of the integration and data aspects of HRIS systems This book will be useful as a text for a course in HRIS wherever prescribed for the MBA HR and MBA IT students The book encourages self directed study and thought process based on references provided at the end of each chapter and hence will also be useful to consultants HR professionals and IT professionals working with HR departments *Human Resource Information Systems* Richard D. Johnson, Kevin D. Carlson, Michael J. Kavanagh, 2020-09-29 Human Resource Information Systems Basics Applications and Future Directions is a one of a kind book that provides a thorough introduction to the field of Human Resource Information Systems HRIS and shows how organizations today can leverage HRIS to make better people decisions and manage talent more effectively Unlike other texts that overwhelm students with technical information and jargon this revised Fifth Edition offers a balanced approach in dealing with HR issues and IT IS issues by drawing from experts in both areas It includes the latest research and developments in the areas of HRIS justification strategies HR technology big data and artificial intelligence Numerous examples best practices discussion questions and case studies make this book the most student friendly and current text on the market Included with this title The password protected Instructor Resource Site formally known as SAGE Edge offers access to all text specific resources including a test bank and editable chapter specific PowerPoint slides **Human Resource Executive** ,1996-02 **Fundamentals of Information Technology** Mr. Rohit Manglik, 2024-03-09 EduGorilla Publication is a trusted name in the education sector committed to empowering learners with high quality study materials and resources Specializing in competitive exams and academic support EduGorilla provides comprehensive and well structured content tailored to meet the needs of students across various streams and levels

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