



# PeopleSoft Human Capital Management Profile Management

Ronnie Toerien – HCM Team Lead

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# An Integrated Approach to Talent Mgmt



## Enterprise-Wide Talent Management

- Recruit, train and retain at all levels
- Scalable
- Global
- Single Platform
- Integrated Processes
- Integrated Data
- Integrated Visibility





# Profile Management

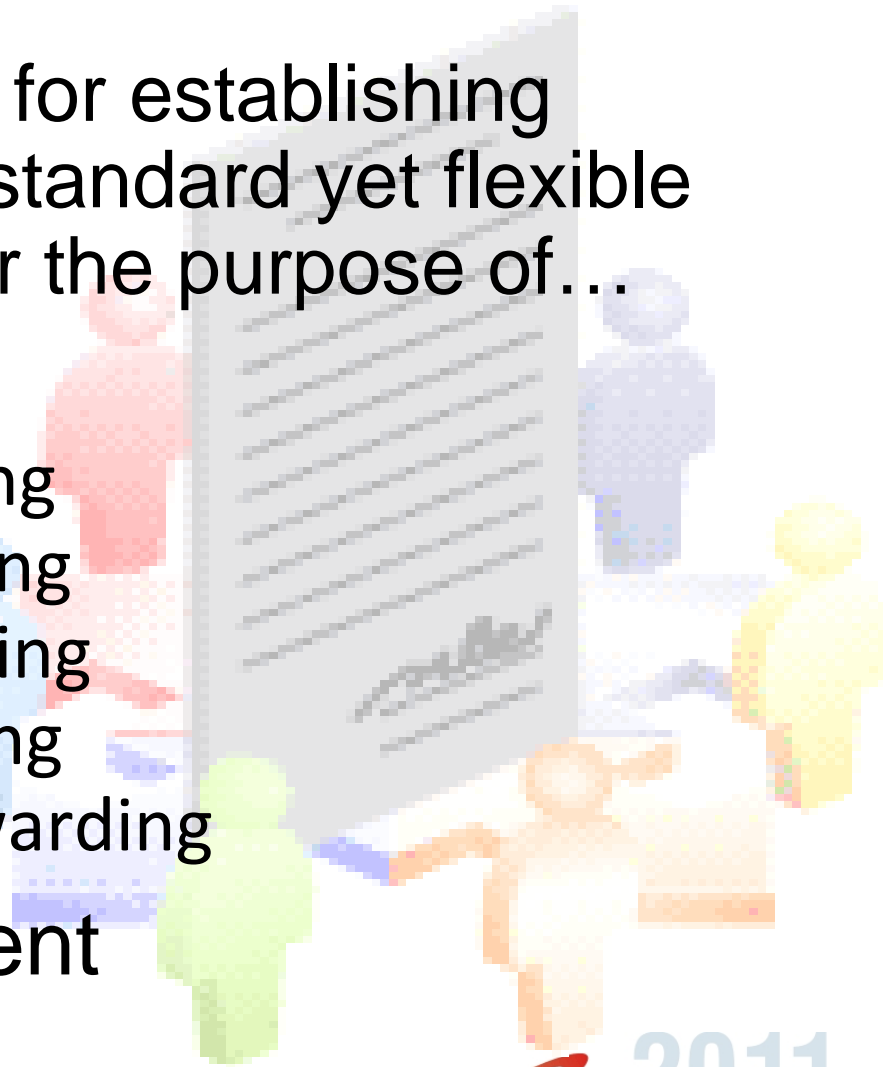
# Profile Management



The foundation for establishing consistent, standard yet flexible attributes for the purpose of...

- Defining
- Recruiting
- Measuring
- Developing
- Advancing
- and Rewarding

...your talent

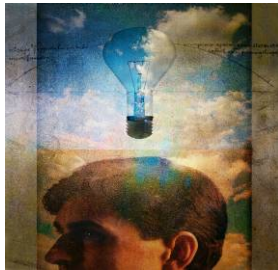


# What's In a Profile?



Skills

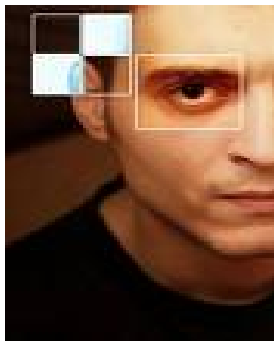
Experience



Attributes



Licenses & Certificates



Knowledge

Other  
Company-defined  
Content

Memberships



# New in 9.1 Profile Manager



deliver the

PROMISE

ORACLE

Favorites | Main Menu > Manager Self Service > Learning and Development > Current Team Profiles

## Search and Compare Profiles

### Search Results - Find team members for a specific job profile

Below are the search results for Manager Accounting

To view the details for a specific profile, click on the profile name. To compare the profile against the search criteria, first select the checkbox for a profile. To compare multiple profiles, click on the Compare button.

You search results

Search Results

Select

Profile ID	Name
<input type="checkbox"/>	82
<input type="checkbox"/>	46
<input type="checkbox"/>	32
<input type="checkbox"/>	24
<input type="checkbox"/>	19
<input type="checkbox"/>	7
<input type="checkbox"/>	1
<input type="checkbox"/>	6

Selected Profiles

Modify Search Criteria

- Automatically maintain and manage profile group types
- Filtering of search and compare results based on person's current location and travel preferences
- "Pluggable" module integrated with Succession & Career Planning
- Integration with Event Manager to inactivate person profiles on termination

<p>Target Proficiency: 3-Good</p> <p><u>Develop &amp; implement solutions</u> :</p> <p>Target Proficiency: 4-Very Good</p> <p><u>Financial Accounting</u> :</p> <p>Target Proficiency: 3-Good</p> <p><u>Financial Analysis</u> :</p> <p>Target Proficiency: 3-Good</p>	<p>2-Fair</p> <p>▽93%</p> <p>3-Good</p> <p>◆100%</p> <p>3-Good</p> <p>▽93%</p> <p>4-Very Good</p>	<p>▽93%</p> <p>3-Good</p> <p>◆100%</p> <p>3-Good</p> <p>▽93%</p> <p>4-Very Good</p>	<p>■0%</p> <p>▽93%</p> <p>◆100%</p> <p>3-Good</p>
<p>• Degrees</p> <p><u>Bachelor of Science</u> :</p> <p>Country: United States</p>	<p>• Degrees</p> <p>▽50%</p> <p>--</p>	<p>• Degrees</p> <p>◆100%</p> <p>United States</p>	<p>• Degrees</p> <p>▽50%</p> <p>--</p>
<p>• Language Skills</p> <p><u>English</u> :</p>	<p>• Language Skills</p> <p>■0%</p>	<p>• Language Skills</p> <p>■0%</p>	<p>• Language Skills</p> <p>■0%</p>
<p>• Licenses &amp; Certifications</p> <p><u>Assoc Chartered Certif</u></p>	<p>• Licenses &amp; Certifications</p>	<p>• Licenses &amp; Certifications</p>	<p>• Licenses &amp; Certifications</p>

# PeopleSoft Profile Manager

- Part of core HR
- Define for person or “non-person”
- Accessible via self service

ORACLE

Favorites | Main Menu > Manager Self Service > Learning and Development > Current Team Profiles

## Current Team Profiles

[Christelle Stevenson](#)

Your profile displays skills, competencies, and accomplishments. Review content detail by navigating through the individual tabs and selecting the item description link. Content that can be updated includes an Add link below each section and an Edit and Delete button next to each item. You must use the Save button to save profile changes. Additionally, the Submit button must be selected for any content changes requiring approval.

\*Description:

Profile Actions:   

Competencies [Responsibilities](#) [Qualifications](#) [Education](#)

[Projects](#) [Worn Rank](#) [Mobility](#)

Add new competencies in the grid below. Edit competencies by selecting the edit button.

▼ Competencies (Requires Approval) <span>Customize   Find   View All   First 1-3 of 8</span>			
Competency	Evaluation Type	Reviewer ID	Proficiency
<a href="#">Analytical thinking</a>	Approved/Official		5-Expert
<a href="#">Conceptual thinking</a>	Approved/Official		2-Fair
<a href="#">Creative thinking</a>	Approved/Official		3-Good
<a href="#">Makes unpressured decisions</a>	Approved/Official		4-Very Good
<a href="#">Managerial Efficiency</a>	Approved/Official		3-Good
<a href="#">Technical Knowledge</a>	Approved/Official		4-Very Good

ORACLE

Favorites | Main Menu > Manager Self Service > Learning and Development > Maintain Job Profiles


## Maintain Job Profiles

This profile displays competencies, qualifications, and responsibilities of a certain job code, position, job family, salary grade, or other defined business entity.

Profile Type:







\*Description:


\*Status:

Profile Actions:   

Competencies [Accomplishments](#) [NVQ](#)

Add new competencies in the grid below. Edit competencies by selecting the competency name.

▼ Competencies (Approval Not Required) <span>Customize   Find   View All   First 1-3 of 3 Last</span>		
Competency	Edit	Delete
<a href="#">Abstract thinking</a>	 <input type="text" value="Main Content"/>	
<a href="#">Analytical thinking</a>		
<a href="#">Human Resources Experience</a>		

 [Add New Competencies](#)

Competencies [Accomplishments](#) [NVQ](#)

Select the entity that the profile describes, such as a specific job code or position number. Leave this section blank if you're creating a new profile for a new job that does not yet exist in the system.

### ▶ Profile Identities (Approval Not Required)

 [Add Profile Identity](#)

# Profile Search



ORACLE

[Favorites](#) > [Main Menu](#) > [Manager Self Service](#) > [Learning and Development](#) > [Search and Compare Profiles](#)

## Search for Profiles

Below is a list of profile searches. Select the link for the search you want to run.

[QA: Manager Adhoc Search](#)

[QA: Find Jobs for my Team Members](#)

[QA: Find Team Members for a Job](#)

[QA: Find Team Members like this Team Member](#)

[Find jobs for a team member](#)

[Find Jobs](#)

[Find people having certain qualifications](#)

[Find similar people on team](#)

[Find team members for a specific job profile](#)

# Customer Feedback



“We need a common standard for defining and measuring a job.”

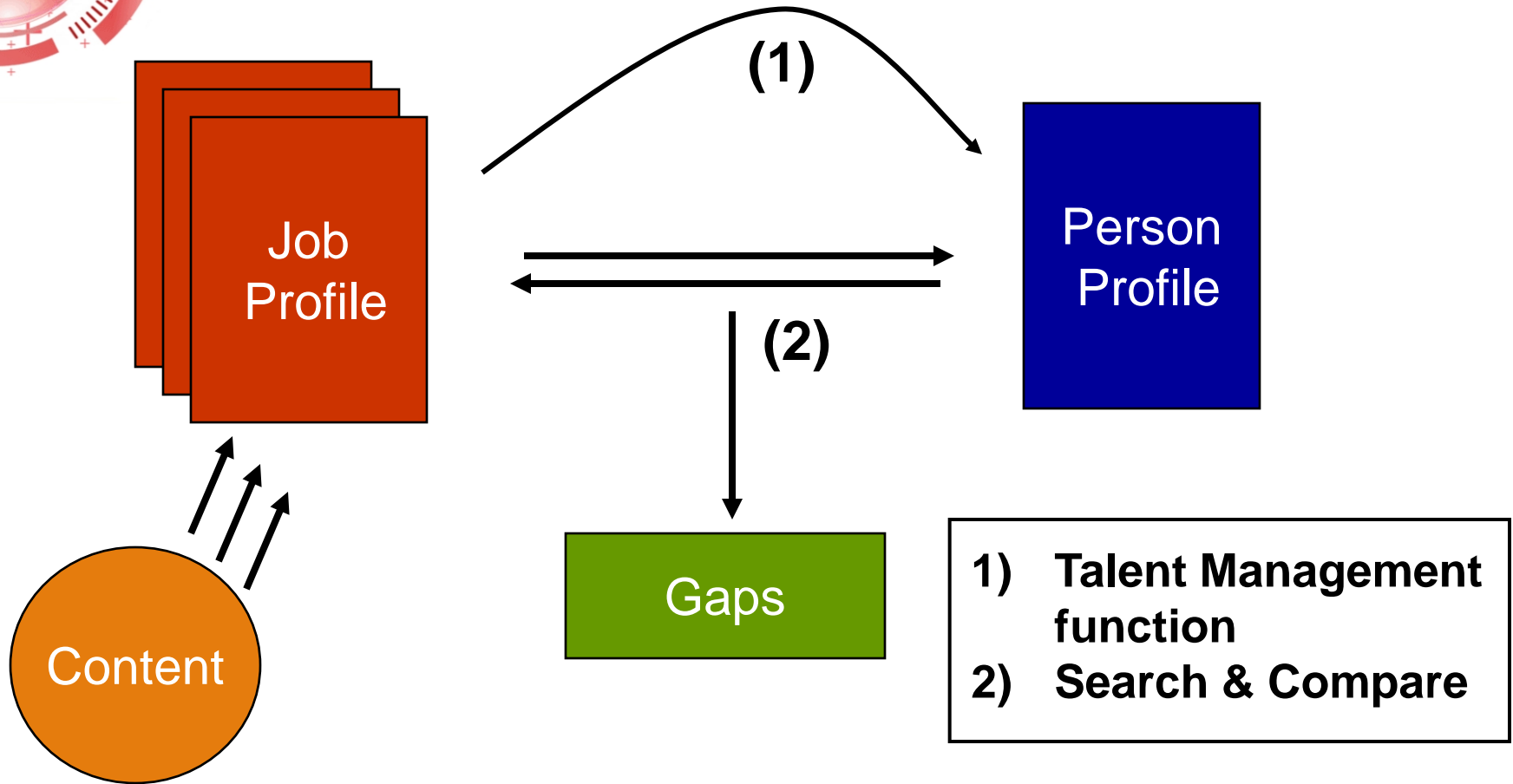
“It is essential that we get the right people in the right jobs.”

“ We need to move our talent forward in a more proactive way.”

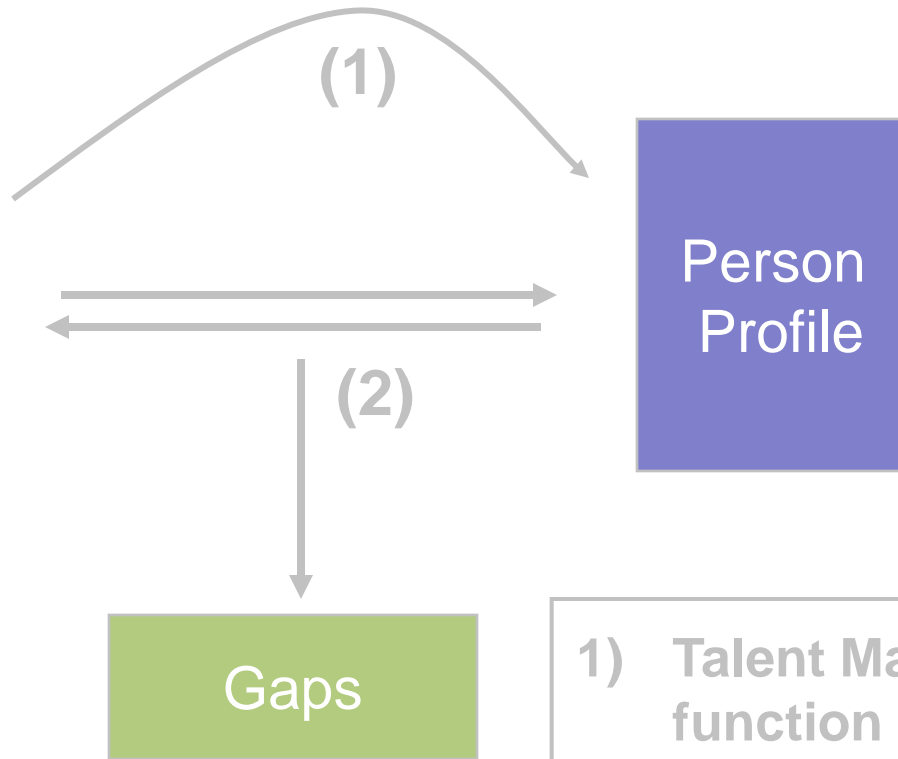
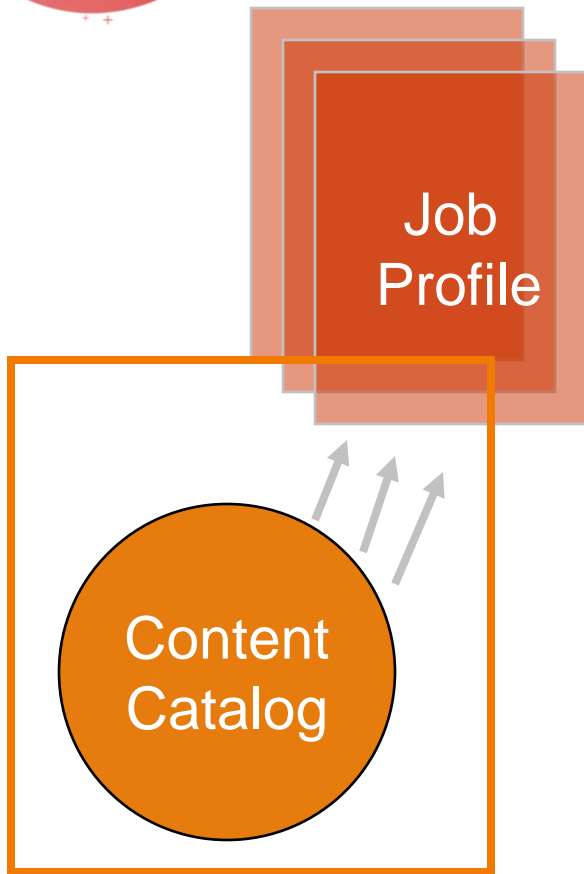
“We need to identify and develop those skills that are essential to our company’s success.”



# How does Profile Management work?

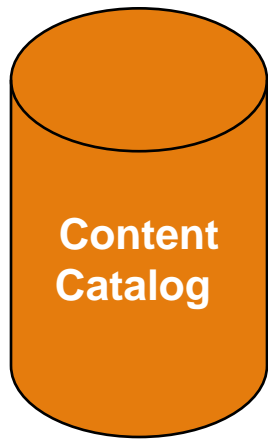


# Attributes



- 1) Talent Management function
- 2) Search & Compare

# Content Types



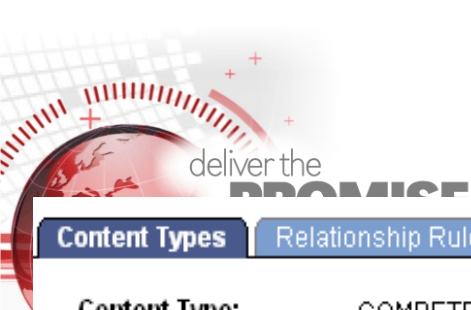
## Content Types

- Responsibilities
- Job Tasks
- Competencies
- Sub-Competencies
- NVQ Elements
- Languages
- Memberships
- Special Projects
- Honors & Awards
- Tests
- Licenses & Certifications
- School Education
- Professional Education
- Job Outputs
- Job Challenges / Stresses
- Person Musical Talents
- etc.

System Data

User-Defined

# Content Types



**Content Types**

Relationship Rules

**Content Type:** COMPETENCY

**System Data**

**Description:** Competencies

**Free Form Type Only**

**Properties**

Customize | Find | First 1-11 of 11 Last

*Field Name	*Label Text	Sys Data	Key Field	Required	*Display	Max Len	Minimum	Maximum	Default		
EFFDT	Effective Date	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Editable						+ -
EFF_STATUS	Status	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Editable	1					+ -
JPM_CAT_ITEM_ID	Competency	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Editable	8					+ -
JPM_CAT_TYPE	Content Type	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Editable						+ -
JPM_DESCR90	Description	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Editable	30					+ -
CM_CATEGORY	Category	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Editable	1					+ -
DESCRLONG	Long Description	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Editable						+ -
DESCRSHORT	Short Description	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Editable	10					+ -
JPM_CAT_ITEM_SRC	Content Supplier	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Display Only	1			C		+ -
JPM_TEXT1325_1	ePerformance Description	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Editable	1325					+ -
RATING_MODEL	Rating Model	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Editable	4			PSCM		+ -

# Content Types




Content Types

Relationship Rules

**Content Type:** COMPETENCY

System Data

**Description:** Competencies

Relationships					
Customize   Find   					
*Relationship	*Related Content Type	Description	System Data		
Is a parent of	ELEMENT	Competency Elements	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Is a parent of	SUB_COMP	Sub-Competencies	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

# Content Items



## Content Type: Competency

### Content Items

Abstract Thinking  
Java Skills  
Leadership  
Presentation Skills  
Stress Tolerance  
Teamwork

## Content Type: Language

### Content Items

Chinese  
English  
French  
German  
Japanese  
Spanish

User-Defined

## Content Type: Job Outputs

### Content Items

BRD  
Code  
FDD  
Process Flow  
TDD  
Test Requirements  
UE Mockups

# Content Items



Item Details

Relationships

Group Memberships

**Content Type:** COMPETENCY Competencies  
**Content Item ID:** 0501

## Content Items Details

Find | View All First 1 of 1 Last

<b>*Effective Date:</b>	01/01/1900	<b>*Status:</b>	Active
<b>*Description:</b>	Adaptability to Change		
<b>Long Description:</b>			
<b>Short Description:</b>	Adaptable		
<b>*Category:</b>	Ability		
<b>Content Supplier:</b>	C Customer Defined		
<b>*Rating Model:</b>	PSCM Competency Management Scale <a href="#">Proficiency Descriptions</a>		
<b>ePerformance Description:</b>			
<b>Last Update Date/Time:</b>	01/24/06 1:15:52PM	<b>Updated By:</b>	SYSTEM

Save Return to Search Previous in List Next in List Add Update/Display Correct History

# Content Groups



## Content Type: Competency

### Content Items

Abstract Thinking  
Analytical Thinking  
Communication  
Computational Skill  
Database Design  
Deal with Complexity  
Design Documentation  
Impact Analysis  
Leadership  
Presentation Skills  
Programming  
Project Management  
Quality  
Software Architecture  
Stress Tolerance  
Teamwork  
Time Management  
Vision

### Analytical Group:

Abstract Thinking  
Analytical Thinking  
Computational Skill  
Deal with Complexity  
Impact Analysis

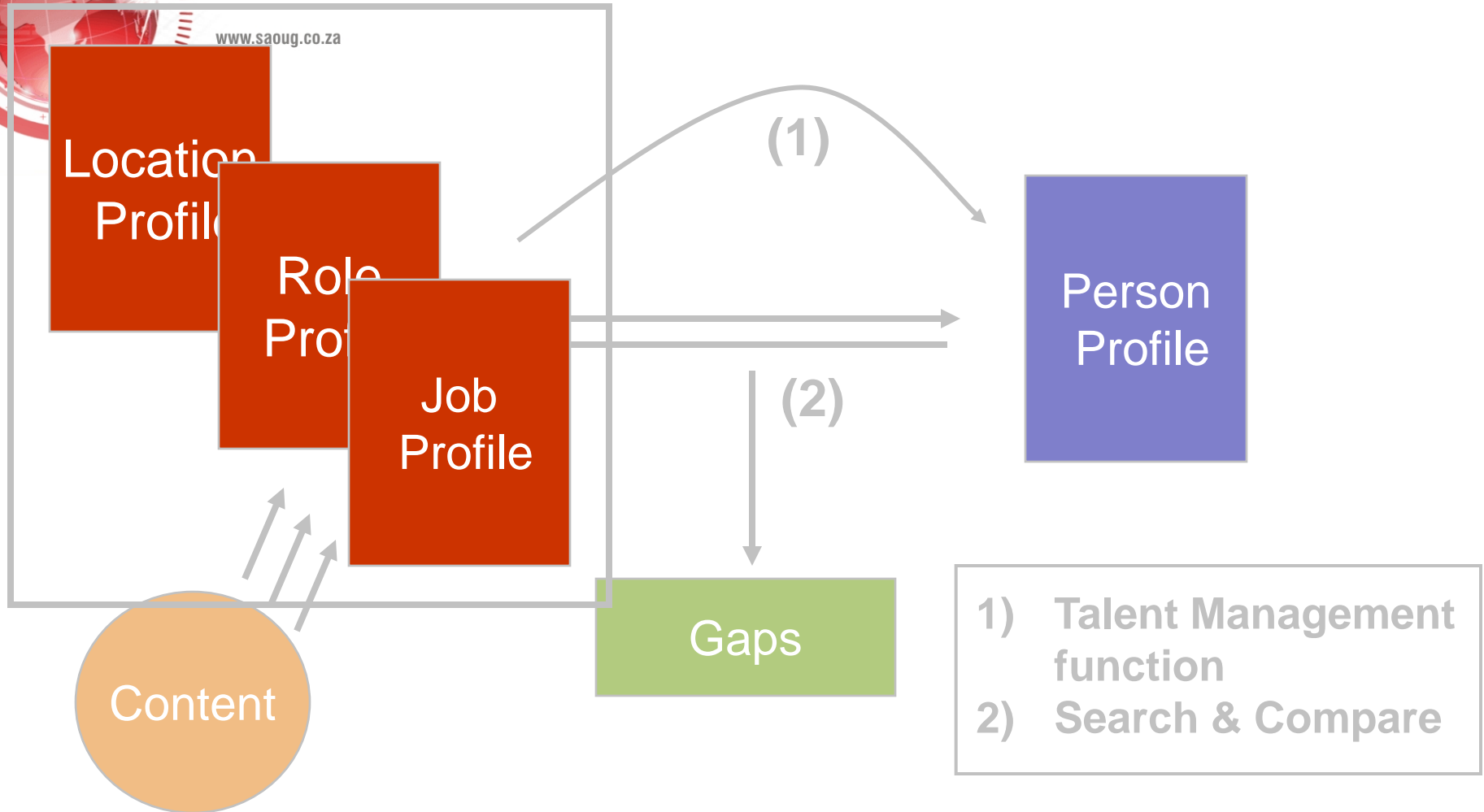
### Management Group:

Communication  
Leadership  
Presentation Skills  
Project Management  
Stress Tolerance  
Teamwork  
Time Management  
Vision

### Technical Group:

Software Architecture  
Database Design  
Design Documentation  
Programming  
Quality

# Non-person Profiles



# Profile Types



Profile Types can be tied to anything in the system.

“End”  
Profiles

Profile Type:  
Person

-----
-----
-----

Person ID

Profile Type:  
Job

-----
-----
-----

Job Code

Profile Type:  
Position

-----
-----
-----

Position

“Template”  
Profiles

Profile Type:  
Job Family

-----
-----
-----

Job Family

Profile Type:  
Job Function

-----
-----
-----

Job  
Function

Profile Type:  
Department

-----
-----
-----

Department

Profile Type:  
Region

-----
-----
-----

Region

Profile Type:  
etc.

-----
-----
-----

etc.

# Non-person Profiles



## Job Profiles

### Profile Details

Select a profile type from the available profile types. Enter a description.

\* = Required Field

**Profile:** 150000  
**Status:** Active  
**\*Profile Type:** Job  
**Description:** Dir-Finance (SHARE-420050)  
**Owner Emplid:**  
**Comments:**

You can select actions from the dropdown below. For example search/match with this profile.

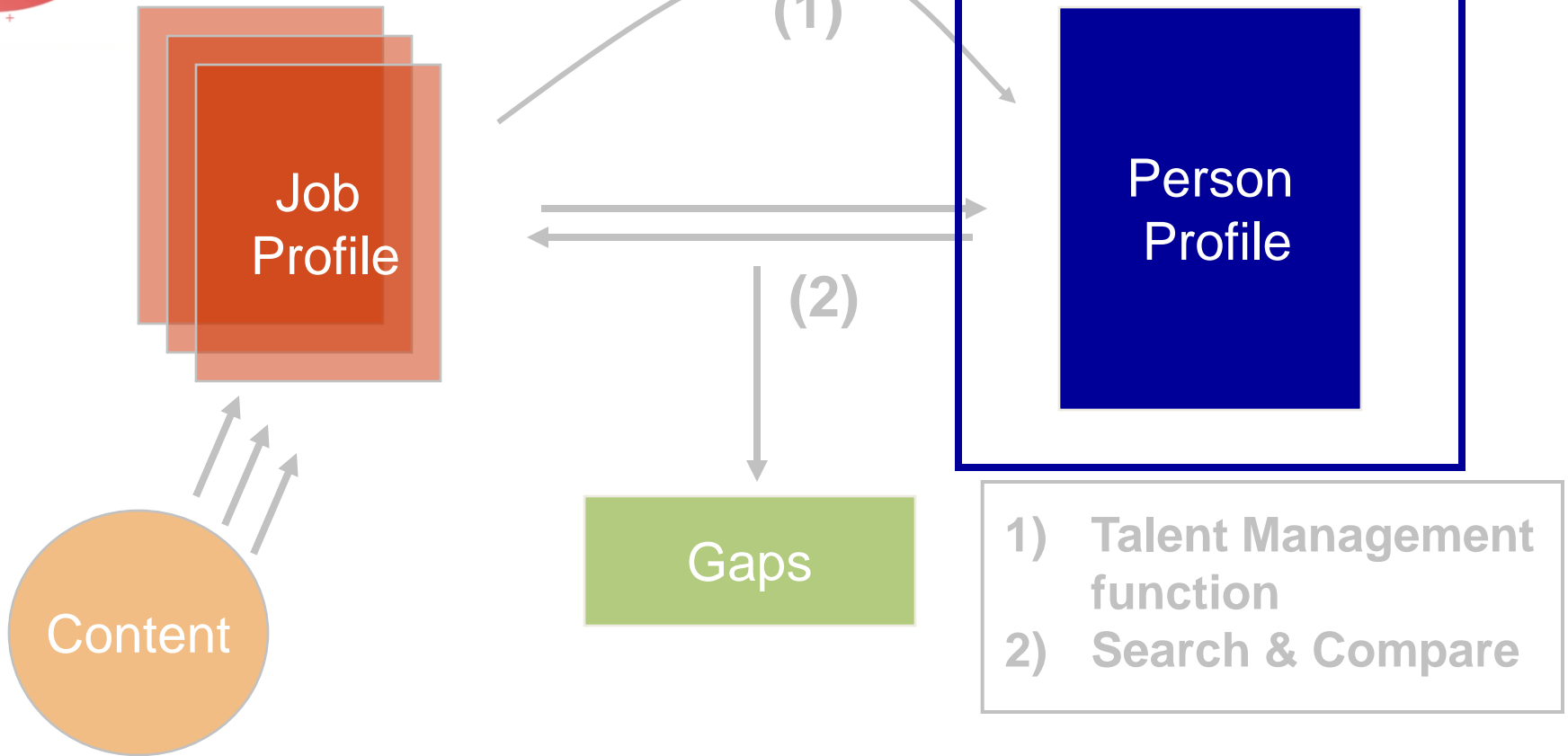
**Profile Actions:**

[Identities](#)   [Competencies](#)   [Responsibilities](#)   [Qualifications](#)   [NVQ](#)

Enter responsibilities information below

▼ Responsibilities (Approval Not Required)			
ID	Responsibility	View All	
K0000001	<a href="#">Participate in Quarterly Close Process</a>	<a href="#">View All</a>	-
K0000002	<a href="#">Adhere to Accounting Standards</a>	<a href="#">View All</a>	-

# Person Profiles



# Profile Content Sources



## Content Sources:

1. Related Data
2. Attributes Catalog
3. External Content

## Person Profile: Robert Smith

### Job Data:

Job Code: 02494 Mktg Coordinator  
Job Code: 10394 Telemarketer

### Competencies:

<u>Description</u>	<u>Target Proficiency</u>
Presentation Skills	3-Meets Expectations
Management Skills	4-Exceed Expectations

### Languages:

<u>Description</u>	<u>Speaking</u>
English	Fluent
French	Fluent

### Memberships:

- American Marketing Association
- Direct Marketers International
- Toastmasters
- ExecuMarketing

### Current Learning:

<u>Description</u>	<u>Status</u>
Target Marketing 101	In-Progress
Basic Segmentation	Enrolled



# Person Profiles

## Profile Details

[Edit Profile](#)

Betty Locherty

This profile displays your skills, competencies and accomplishments. Navigate using the bold hyperlinks in the blue shaded area. Use the Profile Actions dropdown to view your profile as of a different date.

**As Of Date:** 05/24/2006

**Description:** Betty Locherty

**Comments:**

**Profile Actions:**

- [Competencies](#)
- [Responsibilities](#)
- [Qualifications](#)
- [Education](#)
- [NVQ](#)
- [Projects](#)
- [Worn Rank](#)

Enter details for this profile item

▼ Competencies (Require Approval)				Find	First	1-6 of 6	Last
ID	Competency	Proficiency	View All				
0404	<a href="#">Provides Direction</a>	3-Good	<a href="#">View All</a>				
0511	<a href="#">Managerial Efficiency</a>	4-Very Good	<a href="#">View All</a>				
0708	<a href="#">Develop &amp; implement solutions</a>	3-Good	<a href="#">View All</a>				
8004	<a href="#">Financial Analysis</a>	4-Very Good	<a href="#">View All</a>				
8007	<a href="#">Financial Planning</a>	3-Good	<a href="#">View All</a>				
8008	<a href="#">Forecasting</a>	2-Fair	<a href="#">View All</a>				



# Person Profiles – Formatted PDF

## Betty Locherty

Profile as of 2006-05-26

### General Information

Profile ID: 100424      Betty Locherty      Profile Status: Active  
Profile Type: PERSON      Person      Status Date: 2006-03-07

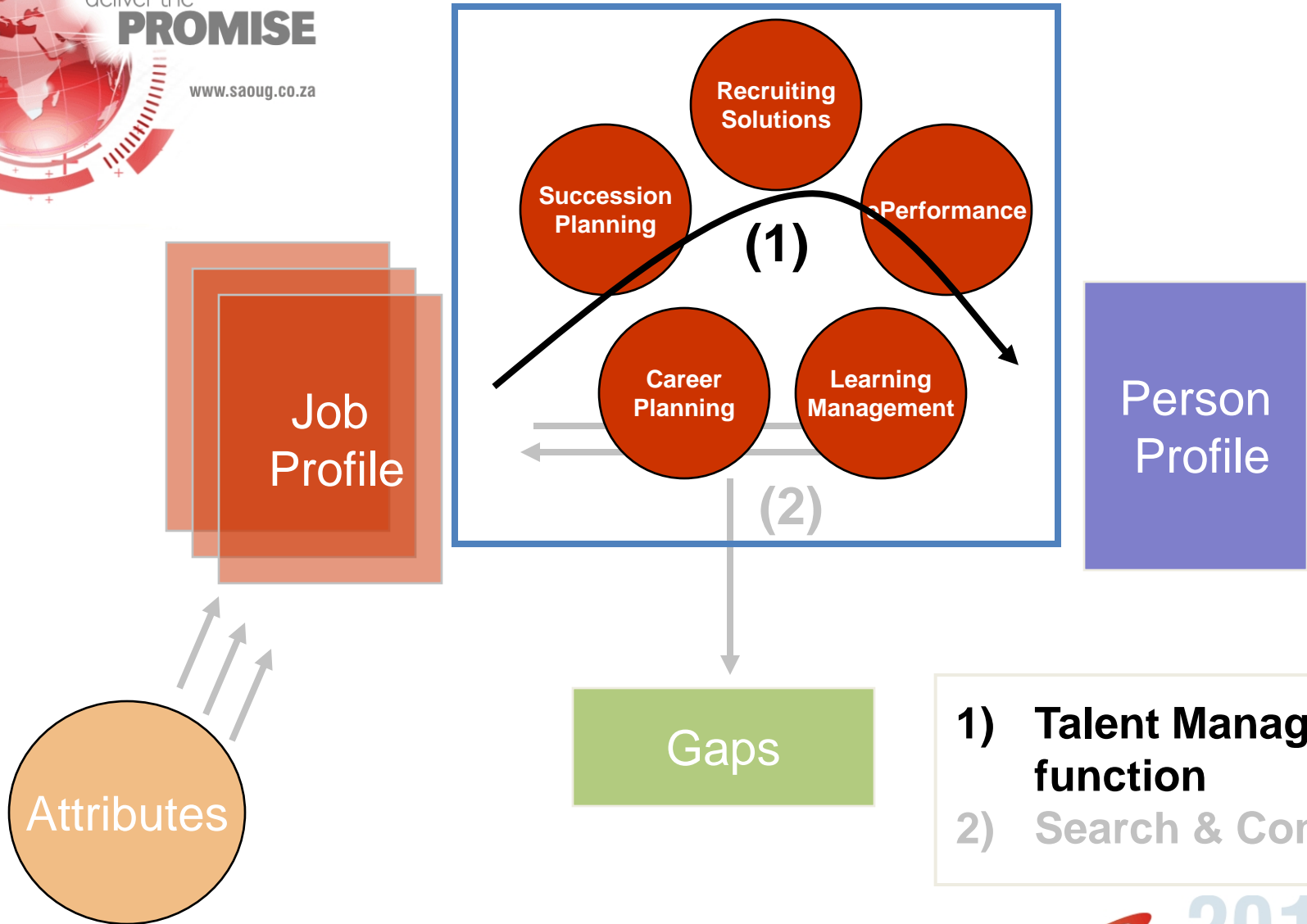
### Competencies

Content Item ID	Description	Evaluation Type	Reviewer ID	Proficiency
0404	Provides Direction	Approved/Official	KU0007 Betty Locherty	3-Good
0511	Managerial Efficiency	Approved/Official	KU0007 Betty Locherty	4-Very Good
0708	Develop & implement solutions	Approved/Official	KU0007 Betty Locherty	3-Good
8004	Financial Analysis	Approved/Official	KU0007 Betty Locherty	4-Very Good
8007	Financial Planning	Approved/Official	KU0007 Betty Locherty	3-Good
8008	Forecasting	Approved/Official	KU0007 Betty Locherty	2-Fair

### Responsibilities

Content Item ID	Description	Proficiency
-----------------	-------------	-------------

# Talent Management Integration



- 1) Talent Management function
- 2) Search & Compare

# Recruit



- Identify key jobs to be filled.
- Generate job requisitions directly from standard job profiles.
- Measure interview candidates against job expectations from the start – ensure a good fit.
- Upon hire, generate a personal profile – a career starting point for the new hire.



# Evaluate and Measure



- Create cascading objectives through profile hierarchy.
- Pull competency and objective content into evaluation document.
- When evaluation is complete, update the personal profile of the individual.



# Develop and Train



- Identify gaps between person profile & current job profile.
- Create learning objectives based on gaps.
- Update person profile upon creation of learning plan, course enrollment, and course completion.



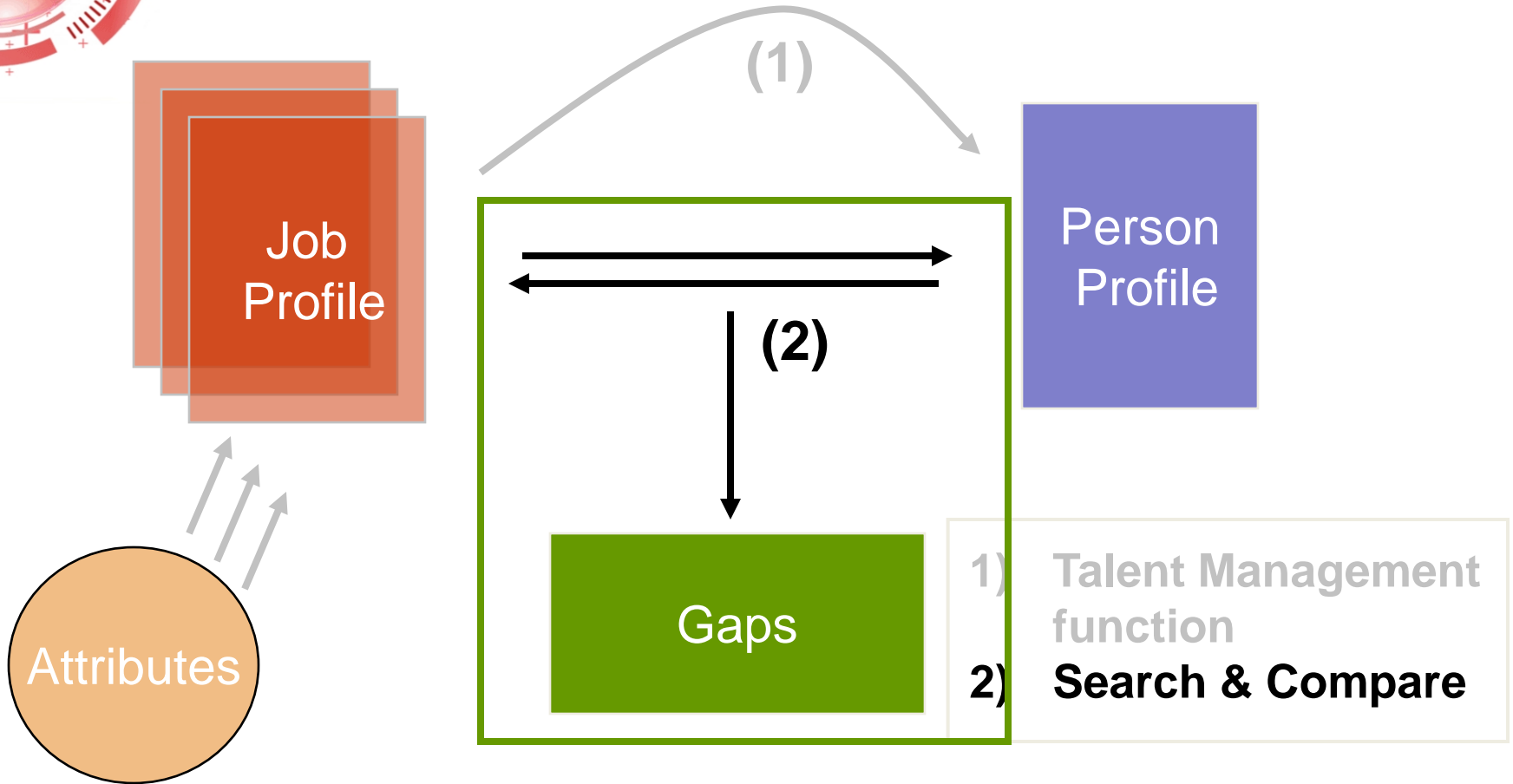
# Compensate



- Compare standard job profiles to market salary data.
- Incorporate salary grade into profile.



# Search and Compare



# Advance



- Identify job profiles of interest.
- Identify gaps between person profile and potential job profile.
- Search for individuals with close match on open positions.
- Search for jobs that would be a good fit for the individual.





# Let's consider an example

**A General Clerk position has just opened up.**

**The manager would like to look for individuals within the organization who are qualified to fill this role.**





# Perform a Search

## Search for Profiles

Below is a list of profile searches. Click on the link to select the search you want to run.

[Find people having certain qualifications](#)

[Find people that fit this job](#)

[Adhoc search](#)

[Find Jobs that fit a certain Job](#)

[QA: Find Jobs that match this Job](#)

[QA: Find People that match a Job](#)



# Select the Job Profile

## Search and Compare Profiles

### Select a Profile

To view a Profile, enter your search criteria and click the "Search" push button.

#### Basic Search Criteria

Type: Job

Profile Name:

Status:

[Advanced Search](#)

Your search has returned 3 results.

#### Profiles

Find | View All |

First  1-3 of 3  Last

Profile Name

Profile Type

[General Analyst](#)

Job

[General Auditor](#)

Job

[General Clerk](#)

Job

[Return to Previous Page](#)

# Review the Results



## Search for Profiles

### Search Results - Find people that fit this job

Below are the search results for **General Clerk**.

To view the details for a profile, select the hyperlink on the Profile Name below. Select the score to compare the profile against the source profile/search criteria. To compare multiple profiles, select the checkbox next to each profile and then select Compare Profiles. To save one or more profiles to an Interest List, select the checkbox next to each profile and then select Add to Interest List.

Your search returned 10 result(s).

[Modify Search Criteria](#)

Search Results			Customize   Find   View All	First	1-9 of 9	Last
	Score	Profile Name				
<input checked="" type="checkbox"/>	53	<a href="#">Christelle Stevenson</a>				
<input checked="" type="checkbox"/>	19	<a href="#">Martina Griffiths</a>				
<input type="checkbox"/>	13	<a href="#">Antonio Santos</a>				
<input type="checkbox"/>	10	<a href="#">Carmichael Espinosa</a>				
<input type="checkbox"/>	5	Insufficient authority to access profile				
<input type="checkbox"/>	5	<a href="#">Barry Campbell</a>				
<input type="checkbox"/>	5	<a href="#">Moir Vaxhauler</a>				
<input type="checkbox"/>	5	<a href="#">Betty Locherty</a>				
<input type="checkbox"/>	5	<a href="#">Alice Summer</a>				

Compare Profiles

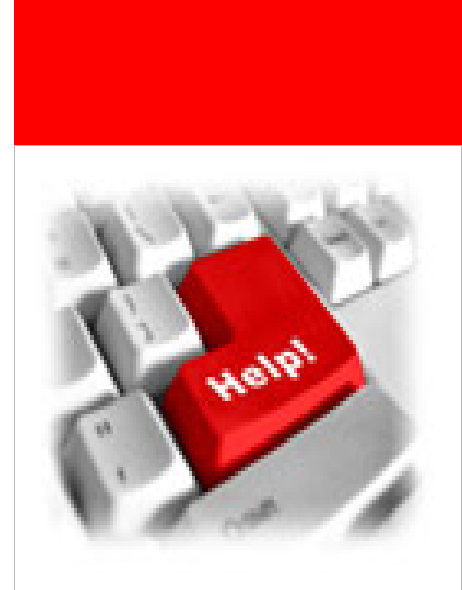
[Search for Profiles](#)



# Key Concepts to Remember



- Talent Management is the recruiting, developing, measuring, rewarding, and advancing of talent.
- Profile Management provides the connection.
- Profiles are consistent, standard definitions for your talent.
- The power of profiles lies in the ability to perform fit/gap analyses and take action accordingly.



# Additional Resources

# New PeopleSoft 9.1 and 8.51 Deliverables

deliver the  
**PROMISE**

## HCM 9.1

### Documentation Homepage

Includes direct links to PeopleBooks, PeopleBook Updates, Release Notes, Installation and Upgrade Guides, and more. All accessible from one convenient My Oracle Support location.

[Link to Doc Home Pages](#)

The screenshot shows the Oracle My Oracle Support interface. The search results display the document 'PeopleSoft Enterprise PeopleTools 8.49 Documentation Home Page (Doc ID 764243.1)'. Below the search results, there is a table with columns 'Link' and 'Description'. The table lists various documents including release notes, hardware and software requirements, licensing notes, installation guides, and upgrade guides for different versions of PeopleTools.

Link	Description
<a href="#">PeopleSoft Enterprise PeopleTools 8.49 Release Notes see <a href="#">Note 70927.1</a></a>	Describes new features and technology support changes in the latest release. This document continues to be updated after the release. Continue to check the release notes for additional updates.
<a href="#">PeopleSoft Enterprise PeopleTools 8.49 Hardware and Software Requirements see <a href="#">Note 70476.1</a></a>	Provides comprehensive description of the technology supported with the current release. (Databases, web servers, operating systems, third party products, and so on)
<a href="#">Licensing Notes for PeopleSoft Enterprise PeopleTools 8.49 see <a href="#">Note 70903.1</a></a>	Supplemental licensing information related to the use of PeopleTools technology and third party products.
<a href="#">PeopleSoft Enterprise PeopleTools 8.49 Installation Guides see <a href="#">Note 70936.1</a></a>	Step by step instructions for installing and configuring PeopleTools.
<a href="#">PeopleSoft Enterprise PeopleTools 8.49 Upgrade see <a href="#">Note 70929.1</a></a>	Upgrade step by step instructions for upgrading from PeopleTools 8.4x releases to PeopleTools 8.49.
<a href="#">PeopleSoft Enterprise PeopleTools 8.1x to 8.49 Upgrade see <a href="#">Note 70936.1</a></a>	Upgrade step by step instructions for upgrading from PeopleTools 8.1x releases to PeopleTools 8.49.

## HCM 9.1

### Hosted PeopleBooks

Access a searchable HTML installation of our HCM 9.1 PeopleBook suite. This hosted solution lets you access PeopleBooks using the help link in your applications without having to install PeopleBooks on your own server.

<http://www.oracle.com/pls/psft/homepage>

The screenshot shows the Oracle PeopleSoft Enterprise Hosted PeopleBooks website. It features a welcome message and a link to the PeopleBook Library. Below this, there are sections for 'Content Updates' and 'PeopleBooks'. The 'PeopleBooks' section includes a table with columns for product line and release, listing updates for Customer Relationship Management (CRM) and Enterprise Performance Management (EPM).

Product Line	Release	Update List
Customer Relationship Management (CRM)	Customer Relationship Management PeopleBook Update List (last updated xx/xx/xx)	<a href="#">Customer Relationship Management Release 9.0 (CRM)</a> <a href="#">Customer Relationship Management Release 9.1 (CRM)</a> <a href="#">Customer Relationship Management Release 9.2 (CRM)</a>
Enterprise Performance Management (EPM)	Enterprise Performance Management Release PeopleBook Update List (last updated xx/xx/xx)	<a href="#">Enterprise Performance Management Release 9.0 (EPM)</a> <a href="#">Enterprise Performance Management Release 9.1 (EPM)</a> <a href="#">Enterprise Performance Management Release 9.2 (EPM)</a>

## HCM Cumulative Feature Overview Tool

Dynamic tool provides concise descriptions of new and enhanced solutions and functionality that have become available between your starting and target releases.

The CFO tool can be found on My Oracle Support and on our Doc Home Pages.

The screenshot shows the Oracle PeopleSoft Enterprise Cumulative Feature Overview tool. It is a web-based interface with a blue background. It contains four main sections: 1) Select product (multiple selections OK), 2) Select your CURRENT release (one selection only), 3) Select your TARGET release (one selection only), and 4) Press the button. Each section has a dropdown menu and a 'Select All' or 'Clear All' button. The 'Run Report...' button is located at the bottom.

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# User Productivity Kit

## PeopleSoft Enterprise HCM Content for UPK

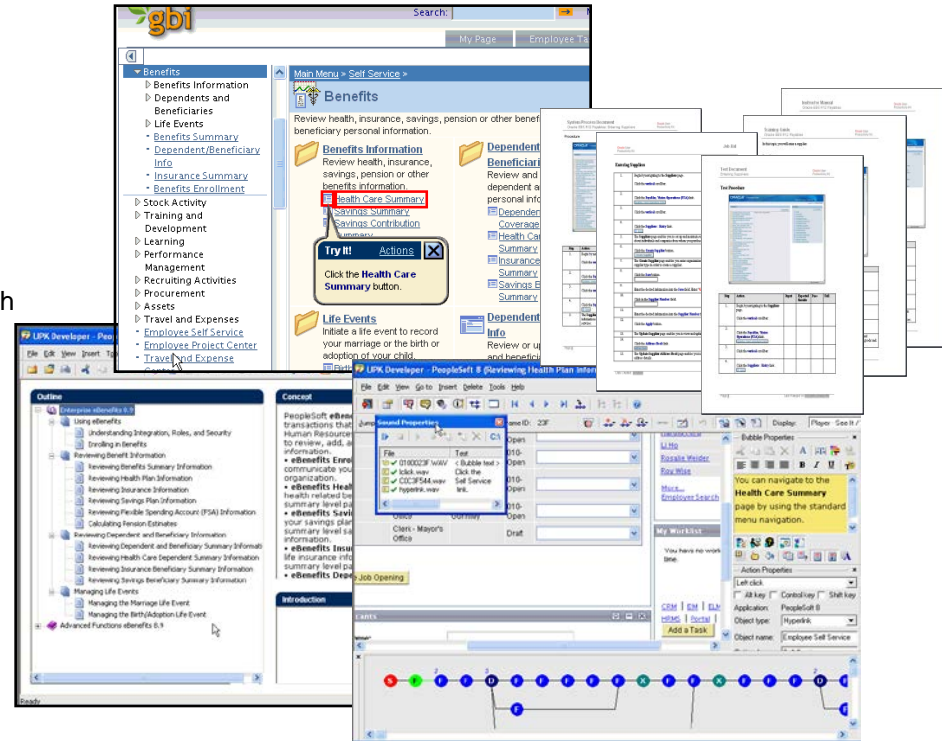
Oracle's User Productivity Kit (UPK) is a collaborative content development platform that drives end-user and project team productivity throughout all phases of the software ownership lifecycle. UPK pre-built application specific content provides significant additional benefit beyond the UPK Developer for enterprises deploying PeopleSoft's Enterprise applications.

### The Value of Pre-built UPK Content

- Mirrors Oracle Application Development Methodology
- Provides 'As Delivered' Process References
- Eliminate Dedicated Instances To Analyze Delivered Functionality
- Delivers Value Throughout the Software Lifecycle
- Use the UPK Developer to easily customize Pre-built content to match your organization's documentation and training needs.

### Pre-Built PeopleSoft HCM Offerings:

- Enterprise Learning Management
- Benefits Admin
- ePay
- ePerformance
- eProfile
- Fundamentals of HR
- Payroll for North America
- Reporting Tools for HR
- Time and Labor
- Human Resources
- Absence Management
- Talent Acquisition Manager
- eCompensation Manager Desktop
- eProfile Manager Desktop



Other Pre-Built PeopleSoft Content Offerings available for PeopleSoft Enterprise SCM, SRM, FMS, CRM, EPM, Campus and PeopleTools



# PeopleSoft Enterprise

Documentation and Curriculum

**For more information about ...**

Training ⊕ UPK ⊕ Self-Study CD ⊕ Hosted PeopleBooks  
Release Notes ⊕ Cumulative Feature Overview Tool  
Installation and Upgrade Guides ⊕ And more ...

Visit our **PeopleSoft Enterprise Information Portal** on Oracle.com.

Click PeopleSoft to access the portal.

<http://www.oracle.com/applications/peoplesoft-information-portal.html>

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# Q&A