



PeopleSoft HRMS Upgrade from 8.9 to 9.0 for a leading North American Auto Parts Retailer

Client Overview

The client is the number one auto parts retailer in America with its core business involving sale of auto and light truck parts, chemicals and accessories. The products are distributed through over 4,000 stores across 46 states of the United States of America, the District of Columbia and 84 stores across Mexico.

Scope

The scope of the project involved the following tasks:

- Upgrade of PeopleSoft HRMS application from 8.9 to 9.0
- Portals of existing PeopleSoft HRMS Customizations
- Provision of support during the UAT, UAT and Parallel Tests
- Provision of post-upgrade support

The Solution

The client's objective was to upgrade the PeopleSoft HRMS software from version 8.9 to 9.0. Given the complexity and urgency of engagement the client wanted the right PeopleSoft capable partner. After a thorough search the client opted for or partnering with Hexaware.

Hexaware served as the perfect project partner for this client as we had the right-sized team with matching skill sets and experience in PeopleSoft. Hexaware team's skill set and experience enabled them to build a robust and scalable solution framework. We were able to offer technical insights and were able to offer streamlined and cost-effective services.

Given the complexity and scale of the activities involved, the project was executed in multiple phases. The upgrade involved Workforce Admin, Benefits Admin and HR Journal. The project was divided into six phases between the period of 28 November, 2007 and 23 May, 2008. Using the proprietary SPEED methodology Hexaware split the project in manageable phases and minimized the project risk.

The project deliverables during the project included the technical design documents, the upgraded PS HCM 9.0 and the re-customized source code.



Through all the phases of the project, offsite technical support was scaffolded with onsite support as well. The onsite team not only worked on the upgrade tasks but served as a strong medium of communication between the client and the offsite Hexaware team.

Challenges

- Data Conversion Issues
- Hardware connectivity issues
- Relocating Modules in HRMS
- PeopleSoft Query - performance-related issues
- Implementation of 2 other upgrades (8.9 to 9.0 and 9.0 to 9.1)

Benefits

- Increased HR efficiency
- Increased productivity
- Reduction of redundant systems, processes and manual procedures
- Significant reduction in total cost of ownership

Technology Environment

- PeopleSoft 8.9, PeopleSoft 9.0
- People Tools 9.40
- Standard DB access

Peoplesoft Upgrade Manual

Rosina Ehmman



Peoplesoft Upgrade Manual:

Essential Guide to PeopleSoft Development and Customization Tony DeLia, 2000 This practical guide for both novice and experienced programmers includes details on design and development in a project life cycle Online and batch development are also covered This guide also provides customization alternatives of delivered online applications through real examples Authors include Galina Landres Isidor Rivera and Prakash Sankaran

Information Technology Update for Transit Roger Boldt, National Research Council (U.S.). Transportation Research Board, Transit Cooperative Research Program, 2000 Documents the transit industry's state of the practice in information and communication technologies against a contemporary background of business practice It is organized into the basic architectural pieces that constitute an IT plan in order to provide the essential framework for the planning process Additionally organizational issues and policies and market trends affecting investment in and deployment of Management Information System MIS technology are documented

Federal information systems integration and consolidation United States. Congress. House. Committee on Government Reform. Subcommittee on Technology, Information Policy, Intergovernmental Relations, and the Census, 2004

Enterprise Resource Planning K. Ganesh, Sanjay Mohapatra, S. P. Anbuudayasankar, P. Sivakumar, 2014-06-18 This book introduces the fundamental principles of understanding business requirements to apply enterprise resource planning ERP in order to meet business needs The book also helps readers understand the usage of ERP for monitoring and controlling business processes while providing practical oriented solutions to the design and implementation of ERP Using the provided framework a business can decide to provide more value at lower cost which increases its competitive advantage This should be an ideal reference for executives researchers and consultants in project management of ERP ERP can be considered to be an integrated package of business process The scope of ERP determines the extent of automation of business process For example if ERP covers Human Resource HR and finance business processes only then business process related HR and finance are automated Typically business process that are automated in HR and finance employee entry and exist process allocation of employee ID payroll processing income tax planning and actual deduction etc There is seamless flow of employee data and information is available at an effectively faster rate to take appropriate decision As custom demand increases there is a need to meet the changing scenario with speed and efficiency While there is a need to increase productivity there is also a need to reduce cost of operation The repetitive business processes can be handled effectively by automating them and freeing human resources for meeting other uncertainties These automations not only should be done for each department but also should cut across different departments Thus there is a need for automating business processes at enterprise level This enterprise level automation started with MRP then MRP II ERP and then finally open source ERP have taken centre stage Out of the standard products available in the market an organization can choose an ERP product for implementation depending on the features available and the total cost of ownership TCO This comparison helps an

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