



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 94 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 included Workforce Admin, Benefits Admin and HR Support. 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 servers

Peoplesoft Upgrade Manual

Joseph Boyett



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

organization to choose the product that best suits the needs for the organization Enterprise Resource Planning Fundamentals of Design and Implementation highlights these concepts while discusses different good practices to design and implement ERP Crystal Reports XI Official Guide Neil FitzGerald,et al.,2006-11-01 The authorized guide to the latest edition of the 1 business intelligence software product Crystal Reports More than 16 million licenses of Crystal Reports have been shipped to date This book is a reference designed to provide hands on guidance for the latest release of the product suite The latest version of Crystal Reports and the Business Objects enterprise reporting suite delivers vast product enhancements and a tighter integration that will drive upgrades from licensees Brand new features e g Dynamic and Cascading Parameter Generation will also appeal to new audiences Over 1 million new Business Intelligence licensees will be migrating to the Crystal Enterprise Reporting platform as this is the first release of the software with the existing Business Objects BO products being integrated into the Crystal infrastructure As Business Objects insiders the authors bring unique and valuable real world perspectives on implementations and uses of the Crystal Reports product The book also includes content tutorials and samples for reporting within the Microsoft Visual Studio NET and J2EE development environments and also on top of the SAP Business Information Warehouse BW and the Peoplesoft platform Advanced content on report distribution and integration into the secured managed reporting solution known as Business Objects Enterprise XI is also now included in this definitive user guide with coverage on the new Web Services SDK **Information Technology Control and Audit,**

Fourth Edition Sandra Senft,Frederick Gallegos,Aleksandra Davis,2012-07-18 The new edition of a bestseller Information Technology Control and Audit Fourth Edition provides a comprehensive and up to date overview of IT governance controls auditing applications systems development and operations Aligned to and supporting the Control Objectives for Information and Related Technology COBIT it examines emerging trends and defines recent advances in technology that impact IT controls and audits including cloud computing web based applications and server virtualization Filled with exercises review questions section summaries and references for further reading this updated and revised edition promotes the mastery of the concepts and practical implementation of controls needed to manage information technology resources effectively well into the future Illustrating the complete IT audit process the text Considers the legal environment and its impact on the IT field including IT crime issues and protection against fraud Explains how to determine risk management objectives Covers IT project management and describes the auditor s role in the process Examines advanced topics such as virtual infrastructure security enterprise resource planning web application risks and controls and cloud and mobile computing security Includes review questions multiple choice questions with answers exercises and resources for further reading in each chapter This resource rich text includes appendices with IT audit cases professional standards sample audit programs bibliography of selected publications for IT auditors and a glossary It also considers IT auditor career development and planning and explains how to establish a career development plan Mapping the requirements for information systems auditor certification

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MANAGEMENT INFORMATION SYSTEMS IN THE KNOWLEDGE ECONOMY JOSEPH, P.T., S.J., MOHAPATRA, SANJAY, 2014-01-01 The textbook now in its Second Edition includes a new chapter on ERP as a Business Enabler The text continues to provide a comprehensive coverage of business applications of management information systems in today s new era of knowledge based economy where the value of a firm s knowledge assets has become a key source that can be leveraged into long term benefits The text focuses on the information systems requirements vis vis management perspectives required in business environment The technology innovations are covered with particular emphasis on Data Management Systems Decision Support and Expert Systems On the other hand several business applications such as e commerce and mobile applications made possible only because of continuing innovations in the field of information and communications technology ICT are thoroughly treated in the text Besides the book covers crucial issues of information security and legal and ethical issues which are important both from the point of view of technology and business The book uses case discussions in each chapter to help students understand MIS practices in organizations The cases also enable students to grasp how a systemic approach to every functional aspect of management can lead to formulating technology based strategies in line with corporate goals Primarily intended for undergraduate and postgraduate students of management BBA MBA the knowledge and information provided in this book will also be of immense value to business managers and practitioners for improving decision making processes and achieving competitive advantage

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Table of Contents Peoplesoft Upgrade Manual

1. Understanding the eBook Peoplesoft Upgrade Manual
 - The Rise of Digital Reading Peoplesoft Upgrade Manual
 - Advantages of eBooks Over Traditional Books
2. Identifying Peoplesoft Upgrade Manual
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Peoplesoft Upgrade Manual
 - User-Friendly Interface
4. Exploring eBook Recommendations from Peoplesoft Upgrade Manual
 - Personalized Recommendations
 - Peoplesoft Upgrade Manual User Reviews and Ratings
 - Peoplesoft Upgrade Manual and Bestseller Lists

5. Accessing Peoplesoft Upgrade Manual Free and Paid eBooks
 - Peoplesoft Upgrade Manual Public Domain eBooks
 - Peoplesoft Upgrade Manual eBook Subscription Services
 - Peoplesoft Upgrade Manual Budget-Friendly Options
6. Navigating Peoplesoft Upgrade Manual eBook Formats
 - ePub, PDF, MOBI, and More
 - Peoplesoft Upgrade Manual Compatibility with Devices
 - Peoplesoft Upgrade Manual Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Peoplesoft Upgrade Manual
 - Highlighting and Note-Taking Peoplesoft Upgrade Manual
 - Interactive Elements Peoplesoft Upgrade Manual
8. Staying Engaged with Peoplesoft Upgrade Manual
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Peoplesoft Upgrade Manual
9. Balancing eBooks and Physical Books Peoplesoft Upgrade Manual
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Peoplesoft Upgrade Manual
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Peoplesoft Upgrade Manual
 - Setting Reading Goals Peoplesoft Upgrade Manual
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Peoplesoft Upgrade Manual
 - Fact-Checking eBook Content of Peoplesoft Upgrade Manual
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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