



Time & Labor and Absence Management in HCM 8.9 (Session S281530)

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Your Presenters

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The California State University

- Approximately 405,000 students and 44,000 staff and faculty
- The Nation's largest university system
- 23 campuses, 7 off-campus centers, and the Chancellor's office



San José State University

- Approximately 30,000 students and 4,500 employees (full & part-time)
- Oldest institution of public education on the west coast
- Silicon Valley's metropolitan university



San José State University

- HCM 8.9 (go-live February 2006)
 - Human Resources and Campus Solutions
 - User Base
 - Employees
 - 400+ staff members
 - 2,000+ faculty members
 - 4,500+ use employee self-service
 - Students
 - 30,000 current students
 - 20,000 student applicants



San José State University

- Finance 8.4
 - User Base
 - 400+ staff members
- Custom Bolt-Ons
 - Finance Web Component
 - Student Messaging System



SJSU's Upgrade to HCM 8.9

- February 2005 – February 2006
 - Systemwide and campus fit gap, design and testing
- Scope
 - All HR and Student modules upgraded; nothing new added unless required by 8.9 (e.g. Person Model aspects)
 - No new modifications unless required by 8.9
 - Absence Management not part of upgrade



Time & Labor in 8.9

- What's new and/or improved?
 - Timesheet
 - Rules
 - Time Administration
 - Approval Processing
 - Look & Feel
 - Self-Service



Time & Labor in 8.9

- No major process changes
- No major security changes
- Modifications to self-service pages



Time & Labor in 8.9

- Challenges to the upgrade
 - Processing timeouts due to rule setup
 - Other issues with rules
 - Security
 - General navigation



Absence Management in 8.9

- August 2005 – July 2006
 - Systemwide and campus design and testing
(Campus: April 2006 – July 2006)
- Scope
 - Administrative pages & processing
 - Self-service entry & approval
 - No retroactive processing
 - No forecasting
 - Concern about performance



Absence Management in 8.9

- What's new? Oh yeah, it's ALL new!
 - Rules based processing system
 - Built using components called *"elements"*
 - Completely configurable online without writing or modifying source code
 - Integration to HR, Payroll, Time & Labor
 - Handles employee level or job level rules



Absence Management in 8.9

- CSU Development
 - Rules, processing and organizational framework
 - Conversion – From two different systems
 - Custom leave accounting module in 8.0
 - CLAS legacy system
 - Minor modifications to delivered
 - Notepad on the Adjust Absence Balances page
 - Employee record on the self service Absence Request page
 - Increase the COBOL array sizes



Absence Management in 8.9

- Manager Self-Service
 - Position Data (reports_to, dotted_line)
 - Workflow notifications OFF
- Self-Service modifications
 - Batch approval
 - Mass entry page
 - Report



Absence Management in 8.9

- Challenges to the implementation
 - COBOL array sizes too small
 - Multiple records caused processing to stop
 - Forecasting transactions
 - Had to set up even though not using
 - Multiple Jobs
 - Employee-based benefits AND job-based benefits
 - Fine-tuning Rules



Absence Management in 8.9

- Challenges to the implementation
 - Self-Service and admin pages don't talk
 - Can't mix and match entry methods
 - No delivered batch approval method
 - Manager self-service/Direct report setup
 - Major change to current processes



What now?

- Time & Labor
 - Phased roll-out of additional self-service
- Absence Management
 - Review of approval processes
 - Additional self-service development



Questions and Contact Info

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