

Global Deployment of Human Capital Management for JD Edwards EnterpriseOne

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JD EDWARDS ENTERPRISEONE

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EXECUTIVE OVERVIEW

The globalization of business now extends beyond large multi-national corporations to include small and medium business. Being a global company with employees in worldwide locations means you are presented with new business opportunities, and administrative challenges. As operations develop organically in new markets, there is often a strong temptation to allow each office to manage human resources and payroll locally. Doing so results in a fragmented view of the total workforce, and also requires a significant amount of time and effort to ensure employee data is synchronized back to the central organization in an accurate and timely manner. Guaranteeing each local office is in compliance with local government regulations and legislation is also a critical success factor to avoid litigation and negative press. JD Edwards EnterpriseOne Human Capital Management provides the comprehensive foundation to operate and grow your global organization efficiently. This paper describes the reasons JD Edwards EnterpriseOne customers choose to implement JD Edwards EnterpriseOne Human Capital Management globally, key considerations to evaluate, and resources available to assist with a global deployment.

BACKGROUND

JD Edwards EnterpriseOne Human Capital Management is delivered with localization support for the United States, Canada, Australia, and New Zealand. Nevertheless, JD Edwards EnterpriseOne Human Capital Management products are deployed in over fifty countries worldwide. In large part, this is due to the strong value JD Edwards EnterpriseOne Human Capital Management provides to customers that rely on JD Edwards EnterpriseOne to enable their global distribution, manufacturing, construction, or other services. When choosing to implement a human capital management solution, customers select JD Edwards EnterpriseOne for many of the following reasons:

JD Edwards EnterpriseOne Human Capital Management provides the flexibility to implement modules independently or together based on your organization's needs.

- To maximize HR processes with comprehensive business process support and talent management capabilities;
- To reduce compliance risk and expense associated with operating numerous disparate HR and payroll systems;
- To have a single view into the entire workforce, regardless of location or country;
- To achieve a lower total cost of ownership and increase organizational productivity with a highly integrated enterprise-wide solution;

To achieve the benefits of a global human capital management solution, each company needs to evaluate what strategy will provide the greatest long-term cost benefit. JD Edwards EnterpriseOne Human Capital Management provides a significant amount of flexibility, allowing customers to implement Human Resources, Payroll, or Time and Labor modules independently or together.

STRATEGIC HR FOR GLOBAL ORGANIZATIONS

Global organizations depend on skilled workers to grow and remain profitable. With a significant global workforce skill gap looming, acquiring, retaining, and developing talented employees is more important than ever. JD Edwards EnterpriseOne Human Capital Management offers a broad array of features to position global companies for success:

Centralized HR Management – Use JD Edwards EnterpriseOne HR Management to maintain a single, timely record of all employees, regardless of their location. Because you have a single view into your workforce, you minimize errors and effort associated with disparate sources of employee information.

Skills and Competency Tracking and Analysis – Track the skills and competencies of employees in your organization, define expectations at the company and business unit level, and then rapidly identify gaps that need to be addressed through training or employee development. Finally, because you have a consolidated view of your workforce, you can quickly locate employees with key skills that might reside in a different region or country.

Online Performance Management – Leverage JD Edwards EnterpriseOne HR Management and Self Service to help managers and employees develop collaborative performance appraisals.

Performance-based Compensation – Use JD Edwards EnterpriseOne's Compensation Workbench to determine employee compensation based upon their performance, skills, competencies, and compensation relative to other employees in the organization.

Online Recruiting – Quickly turn open requisitions into online job postings in multiple languages. Then search through applicant records to find the best candidates based on their qualifications and work preferences.

Customers should understand and evaluate several key considerations when deciding to implement a global HCM solution.

GLOBAL DEPLOYMENT CONSIDERATIONS

When evaluating the right strategy for your organization, it is important to understand the global capabilities offered with JD Edwards EnterpriseOne Human Capital Management, and the steps necessary to deploy the products to meet your organization's global footprint and business needs. There are several key considerations with respect to language, currency, and localizations:

Oracle Supported Localizations

JD Edwards EnterpriseOne Human Capital Management is delivered with functionality to meet national and local regulatory and legislative requirements for the United States, Canada, Australia, and New Zealand. This includes functionality to capture and manage information needed to create government reports, year end tax statements, and payroll reports.

Language Support

JD Edwards EnterpriseOne Human Resources Management, Self-Service, eRecruit, and Time and Labor products are translated in to over twenty languages, including French, Spanish, German, Japanese, Italian, Chinese, Russian, Korean, and Arabic. JD Edwards EnterpriseOne Payroll is translated in French. Contact your Oracle account representative for more information about specific JD Edwards EnterpriseOne language support.

Multi-Currency Support

The JD Edwards EnterpriseOne Time and Labor module supports multiple currencies as delivered by Oracle. As such, customers can pay employees in one currency and bill customers for labor costs in another currency. JD Edwards EnterpriseOne Human Resources Management enables customers to retain the pay rate and salary information for each employee, however there is no indicator to specify the currency in which the employee is paid. Finally, customers should evaluate whether JD Edwards EnterpriseOne will support countries with extreme currency data lengths.

Data Field Support

The length and quantity of data fields needed for specific localities may exceed what JD Edwards EnterpriseOne supports as delivered. For example, while JD Edwards EnterpriseOne Human Resources allows you to maintain up to three distinct employee identifiers (Address Book number, Employee Tax ID, and Alternate Employee number), you may need to add additional employee identifiers in specific countries. Refer to the sections in this document on Category Codes and Supplemental Data for methods to adapt JD Edwards EnterpriseOne to your specific needs.

Partner Localizations

JD Edwards EnterpriseOne Human Capital Management products have been deployed in over fifty countries globally. This is the result of customer and Oracle Partner customizations to meet national and local regulatory and legislative

requirements. Combined with the comprehensive flexibility, data architecture, and developer tools delivered with JD Edwards EnterpriseOne, customers and Partners have been able to incorporate the functionality necessary to comply with local requirements (reference Table 1).

PACKAGED FLEXIBILITY FOR LOCALIZATION

JD Edwards EnterpriseOne is delivered with a host of capabilities to help your organization accommodate national and local government requirements.

Powerful PDBA Functionality

Customers should familiarize themselves with the robust functionality available in JD Edwards EnterpriseOne for Pay, Deduction, Benefit, and Accrual (PDBA) setups. In countries with simple requirements for employee and employer paid taxes, JD Edwards EnterpriseOne may be able to accommodate the necessary calculations via PDBA setups as delivered. Note that customers should evaluate reporting requirements for each country to ensure they system captures the necessary transactional data required to generate custom reports for that country.

Field Labels

JD Edwards EnterpriseOne allows you to redefine the label text for any data field such that you can adapt field names to a specific locality. For example, you may decide to rename Employee Tax ID to Federal Identification Number.

Category Codes

Category codes are text and date fields that allow you to retain data elements that your organization determines are important to track and store. JD Edwards EnterpriseOne allows you to provide your own field label for each category code to help prompt users to enter information. The information entered is retained in JD Edwards EnterpriseOne, enabling your organization to query, update, and create reports using the data stored. Category codes are available in numerous areas of the JD Edwards EnterpriseOne application, the following is a select list of application areas where category codes are available:

- Employee Master Records
- Deductions, Benefits, and Accruals (DBA)
- Job Types
- Position Information
- Requisitions
- Illness and Injury Cases
- Job Competencies

Supplemental Data

The supplemental database provides a means for users to associate and retain supplemental information with specific records in the JD Edwards EnterpriseOne

system. Supplemental data can be configured to prompt users for free form text, or to select from a list of user defined codes (UDC). The supplemental database also supports file attachments. The following is a select list of application areas where supplement data may be used:

- Employee Master Records
- Applicant Master Records
- Requisitions
- Job Types
- Dependent and Beneficiaries
- Illness and Injury Cases

CONCLUSION

Operating a global enterprise enables your organization to increase revenue and reach a wider market. Deploying the right solution to allow a central view into your global workforce while maintaining national and local government compliance is critical to increase profitability and reduce risk. JD Edwards EnterpriseOne offers the core capabilities necessary to develop your workforce into a world-class organization, and the flexibility to incorporate functionality specific to any country.

ORACLE PARTNERS AND LOCALIZATION

Listed in Table 1 are Oracle partners that have performed localization development for specific countries. Contact these partners directly to learn more about localization experience and offerings.

Table 1. Country Specific Localization Partners	
Partner	Localizations
Amazing	Colombia
Berca Hardayaperkasa	Indonesia
Datapro Computer Systems	Thailand
Information Management Technologies Co., Ltd	Saudi Arabia
Oracle Consulting	United Arab Emirates
Beoley Mill Software Ltd	United Kingdom

In addition to the partners above, the Oracle PartnerNetwork offers an extensive catalog of partners that specialize in JD Edwards EnterpriseOne. These partners can assist you to develop, evaluate, and implement localizations for JD Edwards Enterprise Human Capital Management software.¹

¹ Visit <http://www.oracle.com/partnerships/index.html> for more information.



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