

Overview

Today's business challenges revolve around an ever-changing & increasingly mobile asset - the workforce. With people at the heart of every business process and every transaction, organizations must not only retain key talent, but also reward them in measurable & defined ways. By leveraging a comprehensive talent management strategy, organizations can improve operational efficiencies while turning employees into knowledge workers—and competitive assets.

Oracle E-Business Suite HRMS Release 12 ensures more intuitive and effective human capital management. Creating a rapid return on investment, Oracle E-Business Suite HRMS Release 12 applications automate business processes, reduce operational costs, and also increase efficiency.

Key Requirements in HRMS Implementations – Customer's Perspective

With the increasing demand for more effective human resource management, here are some of the key expectations that clients have from their HRMS implementation:

- ➔ Capturing employee statutory information
- ➔ Automation of manual processes
- ➔ Online learning for all employees
- ➔ Capturing employee working hours
- ➔ Efficient management of employee appraisals
- ➔ Accurate costing of employee salaries
- ➔ Identification and recruitment of prospective applicants and acceptance of online applications

Sierra Atlantic's Oracle HRMS Competency – An Overview

Sierra Atlantic's HRMS competency helps customers successfully deploy their unique HRMS solutions by mapping processes to their strategy and managing the various technical and product complexities of the implementation. Given our vast experience, we have rich knowledge repositories of previous executions allowing us to offer quality solutions at lower costs to our clients.

Sierra Atlantic's HRMS solutions are designed to help our clients make better decisions and be more competitive, while lowering costs and increasing performance. Our service offerings include:

- ➔ Scoping, consulting, and implementation
- ➔ Upgrade, customization, and training
- ➔ Developing payroll localization
- ➔ Developing alerts
- ➔ Data migration and data upload
- ➔ Integration and interfaces with third party systems
- ➔ Performing health check assignments
- ➔ Maintenance and support
- ➔ Building custom workflow solutions for Oracle HRMS

Sierra Atlantic's Key Oracle HRMS Solutions	
Financial Business Process	Oracle Products
HR Management	Oracle Core HR
Payroll	Oracle Payroll
Benefits Management	Oracle Basic / Advanced Benefits
Recruitment	Oracle iRecruitment
Training & Development	Oracle Learning Management
Services	Self Service Human Resources
Time & Labor Management	Oracle Time & Labor

Oracle HRMS R12 Key New Features

- ➔ New User Interface
- ➔ iRecruitment – Completely re-designed Candidate Registration
- ➔ Absence Management – Updated business flows and entire look- and-feel
- ➔ Salary Administration – Vastly improved UX for Salary Information, including high interactivity embedded analytics
- ➔ Competency Profile – Completely re-designed user experience

New Functionality

- ➔ Enhanced Workforce Performance Management
- ➔ iRecruitment Offers
- ➔ HR Checklists
- ➔ New Salary Administration User Interface
- ➔ Enhanced Compensation Workbench
- ➔ Total Compensation Statement
- ➔ Global Payroll Enhancements

Sierra Atlantic endorsed at Collaborate 2007

by Charles E. Phillips, Jr.
President, Oracle Corporation

Sierra Atlantic's Differentiators

Sierra Atlantic's HRMS team comprises of highly qualified, skilled, and quality-conscious resources, who believe in creating value for customers. The key factors that set Sierra Atlantic apart from our competitors include:

- ➔ In-depth experience in implementing several versions of Oracle Applications from 10.6, 10.7, 11.0x to 11i.
- ➔ Dedicated HR practice – software agnostic HCM consultancy
- ➔ Expertise in global HR implementations and rollouts
- ➔ Local domain expertise
- ➔ Effective strategic HR consulting
- ➔ CIPD qualified consultants
- ➔ In depth best of breed experience - Oracle & PeopleSoft HR
- ➔ Quality, flexibility and availability of highly skilled resources
- ➔ Full lifecycle delivery capabilities - from requirements & analysis to extended post implementation support



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About Sierra Atlantic

Sierra Atlantic is the leader in offshoring enterprise applications and outsourced product development. With expertise derived from deep R&D relationships with enterprise software leaders such as Oracle and Microsoft, we provide full lifecycle product development and IT services including implementation, integration, development, testing and support. Sierra Atlantic is amongst the largest IT services companies, offering services in the "New Oracle Economy", Outsourced Product Development and Microsoft competencies, with global delivery from both India and China. Over 200 active customers currently address their business needs leveraging our Nshore™ methodology and best-in-class Global delivery capabilities. A recognized leader in quality, Sierra Atlantic has been the recipient of many distinguished awards including Oracle Partner of the Year (3 years consecutively), Microsoft Gold Certified and NXT Delivery Partner, IDC DQ Top 20, and Great Places to Work. Sierra Atlantic is headquartered in Fremont, California and maintains operations in 16 countries across North America, Europe and Asia Pacific. For more information, please visit www.SierraAtlantic.com.