



## Human Capital Management

Elire experts provide a 360° perspective of Human Capital Management founded in 10 – 25 years of solid, industry experience

Strategic Financial Services // **Human Capital Management** // Advanced Technology // Business Intelligence // Public Sector

### Human Capital Management

Over the years, the corporate world has evolved from localized businesses to nationalized business to a world of globalization & international business. Also, today's business world faces a workforce which spans over 4 very unique generations:

- Traditionalist (also known as Matures)
- Baby Boomers
- Generation X
- Generation Y

As baby boomers grow older, so does the U.S. workforce. Three decades ago the median age of the labor force was 35 years. The median age of the labor force will increase to 42.1 years in 2016, one of the highest rates in history. By 2030, 23 percent of the U.S. labor force is projected to be ages 55 and older, compared with 13 percent in year 2000. Every year for the next 30 years, there will be fewer young people to replace retiring workers. Generation X and Y present a much smaller pool of available workers who have a less job-seasoned skill-set.

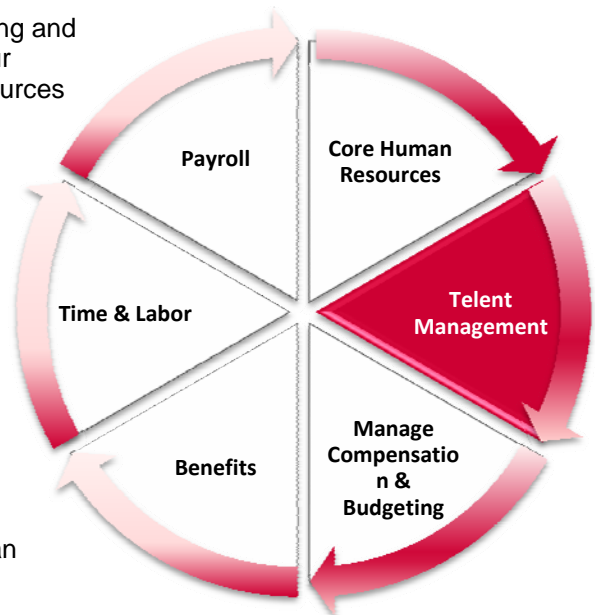
In addition, today we have a highly "mobile" business environment & employee base. It is a world where technology makes it possible to be in constant contact with the other side of the world and people in our own towns through webinars, conference calls, wireless laptops, PDAs, Blackberries, iPhones, emails, texts and instant messaging. This global and mobile environment is a world of instant communication and instant reach. Because of this, today's workforce and businesses are under constant pressure to keep up in order to be competitive and profitable.

#### Elire Service Offerings in HCM

- Implementations
- Upgrades
- 360° Business Perspective
- Strategy
- Advise
- Best Practices
- Business Requirements
- Fit/gap Analysis
- Risk Analysis
- Design
- Setup & Configuration
- Development
- Testing
  - Unit
  - Functional, System
  - Integration
  - Performance
  - Disaster Recovery
  - User Acceptance
  - Parallel
- Issues & Defect Tracking
- Quality Assurance
- Disaster Recovery Plan
- Training
- Change Management

Globalization, the four distinct generations, and the wireless internet technology gives our workforce rich cultures, ideas, thoughts, leadership, mobility and the urgency of now. At the same time, it also gives us a business world that never sleeps and can reach its employees in all hours. Today's "work-life balance" is vacationers on their PDAs sending emails to work while sitting under an umbrella at a beach (*supposedly enjoying their vacation*). This creates a need for valuable, instant information at your fingertips. The workforce of today's world is no longer constraint to a specific job, location or an area like its predecessors. The mobile workforce brings the challenge of retaining your KEY talent for the right cost. 70% of Generation X and Generation Y believe that liking what they do is more important to them than making lots of money. 65% want to climb the corporate ladder to a point and then have the flexibility to get on and off it as their life needs change. 79% agreed with the fact that "a good company continually invests in its employees." Are you ready for these challenges?

Because of the unique world corporations face today, attracting and retaining the right talent to match the day to day needs of your organization is a constant challenge. The job of Human Resources has shifted from simply filing employee records, assigning benefits, and cutting out a paycheck to being THE KEY that helps organizations reach its goals, objectives and financial revenue to stay competitive & successful by attracting and retaining the key employees & talent. At the same time, HR needs to predict the resourcing needs and the cultural mindset of the future, as the Baby Boomers and Matures reach a retirement age while Generations X and Y (also known as the generation of "instant gratification") become the decision makers of the corporate world. Hence, today's HR world has changed its name from Human Resources, Benefits, and Payroll to something that includes those business processes and MORE. It's branching into the areas of automated, web-based, self-service, analytics and efficient talent management as a whole; coining the new name: Human Capital Management (HCM).



The Human Capital Management department has become a crucial business partner of all the other departments (Financials, Supply Chain, Customer Relations) in reaching its annual, short-term and long-term goals. HR helps the other departments obtain and retain the right talent, the right people, and the right resources in this mobile and global society, to achieve the organization's business goals and objectives. In addition, HCM departments ensure that the people that are retained are staying up-to-date with their skills, training, and their competencies are aligned appropriately to be productive and fruitful for their departments.

### Can PeopleSoft HCM help?

Planning and attracting the right talent is the first step in executing a business strategy. Oracle's PeopleSoft Enterprise **Plan-Attract-Onboard** Business Process solution encompasses the entire employee recruitment process.

To get the most out of their employees, companies must identify top talent for future planning and development and ensure that employees understand and have the tools needed to execute upon

organizational strategies. The **Assess-Design-Develop** business process encompasses workforce planning, workforce performance, and workforce development.

With the release of PeopleSoft HCM 9.0, Oracle introduced a centralized Profile Management module. Profile Management delivers enterprise-wide talent management, offering organizations seamless integration of talent management applications in all functional areas - recruiting, performance management, learning management, analytics and competency management.

Profile Management defines the attributes required for individual and organizational success. Representing a best-in-class architecture, updates to Talent Acquisition Manager, Candidate Gateway, ePerformance and eDevelopment further extend PeopleSoft Enterprise HCM's robust talent management solution which includes:

- Candidate Gateway
- eDevelopment
- ePerformance
- Learning Management
- Services Procurement
- Talent Acquisition Manager
- Workforce Planning
- Workforce Rewards
- Workforce Scheduling
- Workforce Scorecard

## How Can Elire help?

At Elire, our 10 to 25 plus years of experienced consultants understand, live and provide solutions to the challenges and demands of today's Human Capital Management. In other words, Elire consultants work with you to provide you the full circle and wheel of Human Capital Management. Prior to working with Elire, majority of our consultants worked at PeopleSoft Corp, Oracle Corp, and/or one of the Big 5 consulting firms. Because of this, our consultants are well-versed with Industry Best Practices and bring you the best of breed HCM solutions. Our talented team collaborates with your talented team to provide solutions and insights in several capacities and areas: We provide the 360 degree Human Capital Management business perspective so when your team collaborates with our experienced consultants, **TOGETHER**, we spell **SUCCESS**. Elire provides your HCM department the tools to make **ALL** your departments and organization successful as a whole.



# Human Capital Management Service Offerings by



- Talent Acquisition Management / Recruiting
- Human Resources
- Profile Management
- Performance Management
- Learning Management / Development & Training
- Career Planning
- Succession Planning
- Manage Compensation and Budgeting
- Benefits
- Time & Labor
- Payroll

