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Oracle HRMS for the human resources management in the public sector

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ABSTRACT: *Oracle Human Resources (Oracle HRMS) represents a strong set of applications for the optimization of the human capital an organization disposes of. In the new economy, based on the Internet, the optimum usage of work force is one of the imperatives in e-business. In order to successfully meet this target, an organization needs a simple and efficient system for the administration of the human capital.*

KEY WORD: *human capital, software application, management system*

1. OVERVIEW OF ORACLE HUMAN RESOURCES MANAGEMENT SYSTEM (HRMS)

The Oracle E-Business Suite Human Resources Management System family of applications automates the entire recruit-to-retain process, so you can align your workforce with strategic objectives. A single integrated data model provides an up-to-the-minute accurate view of human resources-related activities, including recruiting, performance management, learning, compensation, benefits, payroll, time management, and real time analytics.

A human resource management system, or HRMS, is a software application or suite which provides all of the necessary human resource functions for hiring, firing, paying and managing their personnel from C-level executives to administrative support. Many of the routine functions which lend themselves nicely to an HRMS are like Recruitment, Employee Time Attendance, Payroll, Training, Benefit Administration and Performance analysis.

Part of the Oracle E-Business Suite package, the Oracle Human Resources Management System (HRMS) solution, offers the technologies and functionalities necessary for the accomplishment of competitive advantages. This system assures benefits regarding:

1. the optimization of human resources capital
2. the input of decisional instruments for the administration of work force

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3. the reduction of costs for the HR department
4. the profitability of global operations

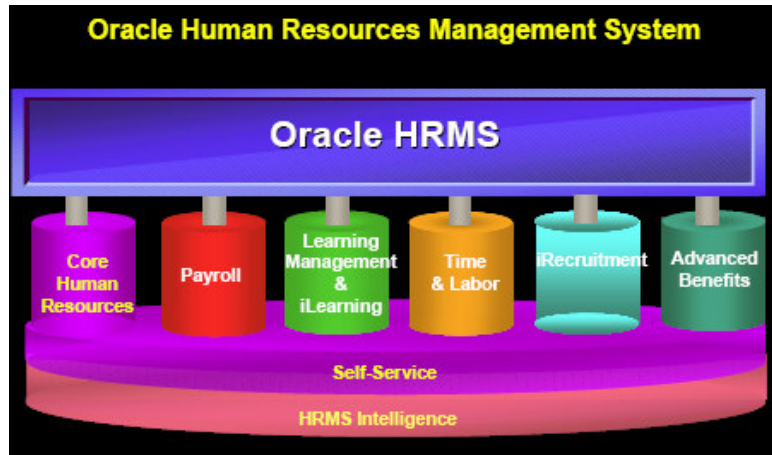


Fig. 1 Suite Human Resources Management System

2. THE DESCRIPTION OF THE ORACLE PROCESSES

The value of the Oracle solution is given by the existing and potential capabilities. At present, Oracle Human Resources represents an informatics solution developed on the base of the best human resources' tactics and which is used in over 2600 big firms all over the world. Potentially, the Oracle solution permits ulterior developments of the processes and data structures from the HR department, thanks to the fact that this thing is the heart of the application: an extraordinary flexibility based on the possibility of adding new data and defining new processes.

From the point of view of the HR department's necessities, the processes performed are:

1. framing on post
2. administration of the human resources' budgets
3. identification of the vacant places
4. description of roles and positions
5. recruiting
6. registration of candidates
7. match of the vacant positions' requirements with the qualities of the persons
8. accomplishment of the interview
9. execution of the hiring offer
10. training of new employees
11. administration of personnel reorganizations

Development of employees presupposes:

- definition of the position's requirements
- identification of the employees' qualities
- evaluation of the training requirements
- definition of careers
- administration of trainings
- trace of employees' performance

Management practices include:

1. execution of personnel analyses
2. administration of personnel evaluations
3. defining of organizational structures
4. defining of work relations between employees

General practices connected with the recruitment of personnel presuppose:

1. description of vacant positions
2. reporting
3. administration of disciplinary actions

Income politics take into account:

1. recording of tallies and absences
2. processing of the employees' income data
3. income processing

The information management from this domain presupposes:

1. administration of employees' data
2. reports about the personnel

Compensation of the employees includes maintenance of data concerning bonuses, advantages and other benefits offered to the personnel, according to the organizational structure of the company.

Administration of labor protection refers to:

1. administration of labor protection courses
2. tracing of incidents and their registration in the system
3. definition of administrative politics referring to: employees' compensation, fraud, etc.

Management of the personnel from local and central public administration represents a long-term, strategic investment, taking into account:

- Processes of distributed human resources administration
- Motivation of the personnel
- Continuous reduction of the budget, simultaneous with the increase of the need for specialized knowledge
- Short time for the specialization of the personnel
- Time consuming processes and resources for recruiting, placement and training

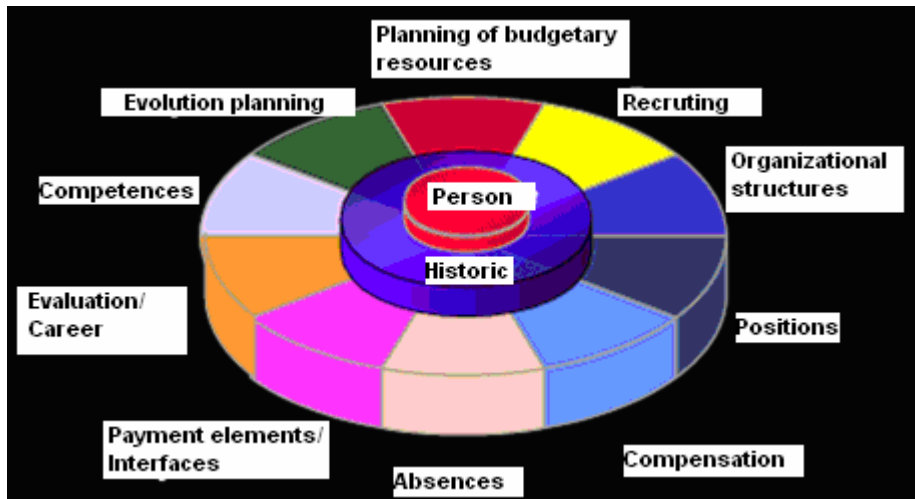


Fig. 2 Functionality of Oracle HRMS

Or with people-related costs averaging over 60% of total corporate expenditures, leading firms are paying increased attention to the contribution made by their workers and are developing a new model for HR. This model includes programs to improve the efficiency, effectiveness, and productivity of the workforce and the ability to manage locally or globally.



Fig. 3 Administration and offering of on-line training

To be fully effective, these programs require new processes supported by leading technologies. Oracle calls this new model Workforce Excellence and believes it is the ultimate goal of HR, regardless of company size, industry segment, or geography.

The model is composed of four main phases: comply, automate, measure, and align.

Oracle solution offers:

- The possibility of delivery and use of the educational content on-line
- Delivery of on-line courses with the assistance of the Internet technology
- Complete integration with the management solution of the human resources
- Full support for competences and knowledge
- On-line assessment and tests
- Personalized methods of learning
- Forums, chats, virtual classes – instruments of interaction between students and instructors

Oracle E-Business Suite Human Resources Management System includes key enhancements such as global transfers, checklists, and an uplifted user interface including more efficient flows for absence and salary administration.

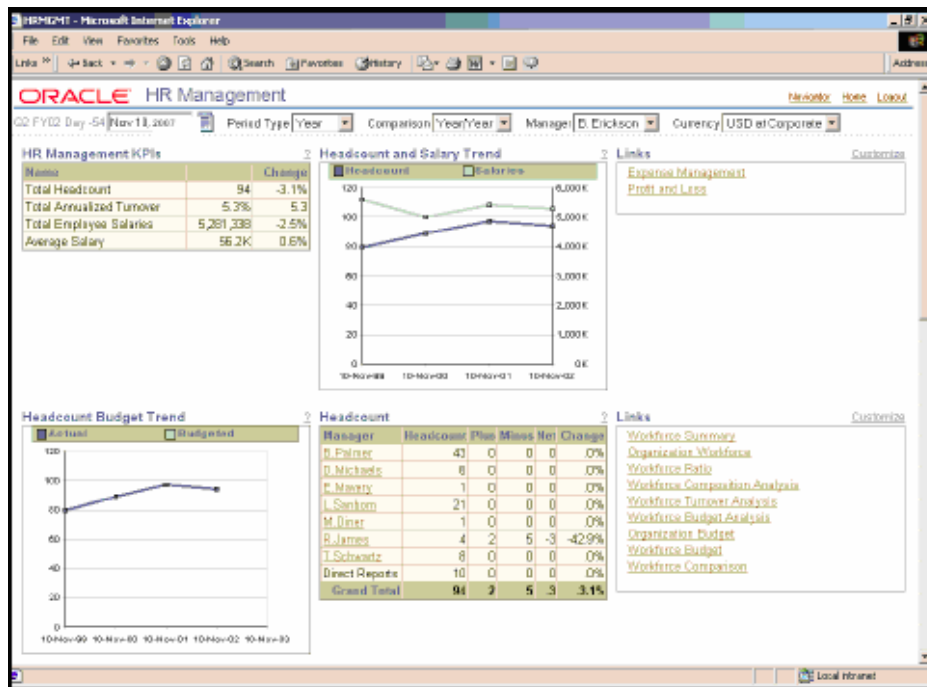


Fig. 4 Uplifted user interface

CONCLUSIONS

The applications integrated in the Oracle E-Business Suite package are built on a unique architecture, which consolidates data from Oracle and non-Oracle solutions and assures a consistent definition of clients, providers, partners and employees at the level of the entire organization. The result is a multitude of applications which can assure the most efficient matrixes, financial data, profit and lost reports, as well as the whole range of information for all departments, products and geographical locations.

Among the most important benefits offered by Oracle E-Business Suite we can mention: cost reduction, increase of the operational efficiency, quick refund of investments in informatics technology and a faster implementation of the e-business models.

In this way, the products of the Oracle family assure the highest performance in data processing as well as the most advanced standards of reliability, availability and security.

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