



TALENT MANAGEMENT ON THE CLOUD

SESSION 6031
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ABOUT THE PRESENTER

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AGENDA

1. ABOUT SUTD
2. WHAT IS TALENT MANAGEMENT?
3. KEY BUSINESS CONSIDERATIONS
4. IMPLEMENTATION HIGHLIGHTS
5. NEXT STEPS
6. Q&A



ABOUT SUTD

SUTD'S UNIQUE VALUE PROPOSITION

Mission

- To advance knowledge and nurture technically grounded leaders and innovators to improve lives
- Focus on **Design** through integrated multi-disciplinary curriculum and multi-disciplinary research

Values

Leadership • Integrity • Passion
Collaboration • Creativity

Distinctiveness

- Innovative education for science & engineering talents
- Emphasis on **Technology, Innovation, Entrepreneurship**
- Develop graduates with ideas and solutions that have real-world impact and use

Strategic Collaborations



MIT



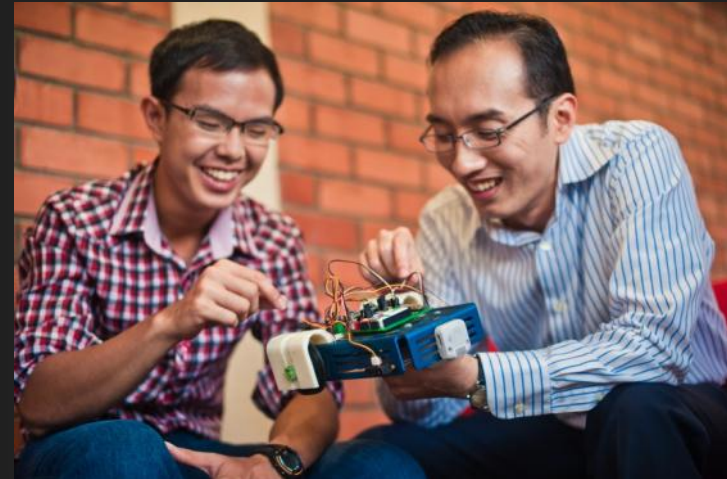
Zhejiang University



SMU

BIG 'D' — THE ART & SCIENCE OF DESIGN

- Include architectural design, product design, software design, systems design and basically all technically grounded design
- Design through conception, development, prototyping, manufacturing, operation, and maintenance — the full value chain



SUTD BY THE NUMBERS



Students

~1100



Faculty

150+



Researchers

200+



Administrative
Staff

300+

ORACLE APPLICATIONS FOOTPRINT

Finance and Procurement System

- E-Business Suite R12.1 / Oracle 11g

ORACLE®
E-BUSINESS SUITE

Campus Solutions

- PeopleSoft 9.0 / PeopleTools 8.53

ORACLE®
PEOPLESOFT

Human Resources Management System

- PeopleSoft 9.1 / PeopleTools 8.51 / Oracle 11g

ORACLE®
PEOPLESOFT

Talent Management System

- Oracle Fusion HCM

ORACLE®
FUSION APPLICATIONS



WHAT IS TALENT MANAGEMENT

TALENT MANAGEMENT

From Wikipedia:

Refers to the anticipation of required human capital for an organization and the planning to meet those needs.

It is the science of using strategic human resource planning to improve business value and to make it possible for companies and organizations to reach their goals. Everything done to **recruit, retain, develop, reward** and make people **perform** forms a part of talent management as well as strategic workforce planning.

TALENT MANAGEMENT SYSTEM

Key Considerations:

Best-In-Class
Technologies

Fast
Implementation
Time

Uses Best
Practices

Low Total Cost
of Ownership
(TCO)



SYSTEM IMPLEMENTATION

KEY HIGHLIGHTS

With the key considerations for the Talent Management System (TMS), SUTD decided to implement Oracle's Fusion HCM Talent Management

- Implemented Profile, Goal and Performance Management modules
- Requirements Gathering to Go Live in 5 months
- Includes interface with PeopleSoft HRMS
- Different performance documents and process flow created for faculty and administrative staff

STARTING THE PROJECT — GARTNER MAGIC QUADRANT

Figure 1. Magic Quadrant for Talent Management Suites

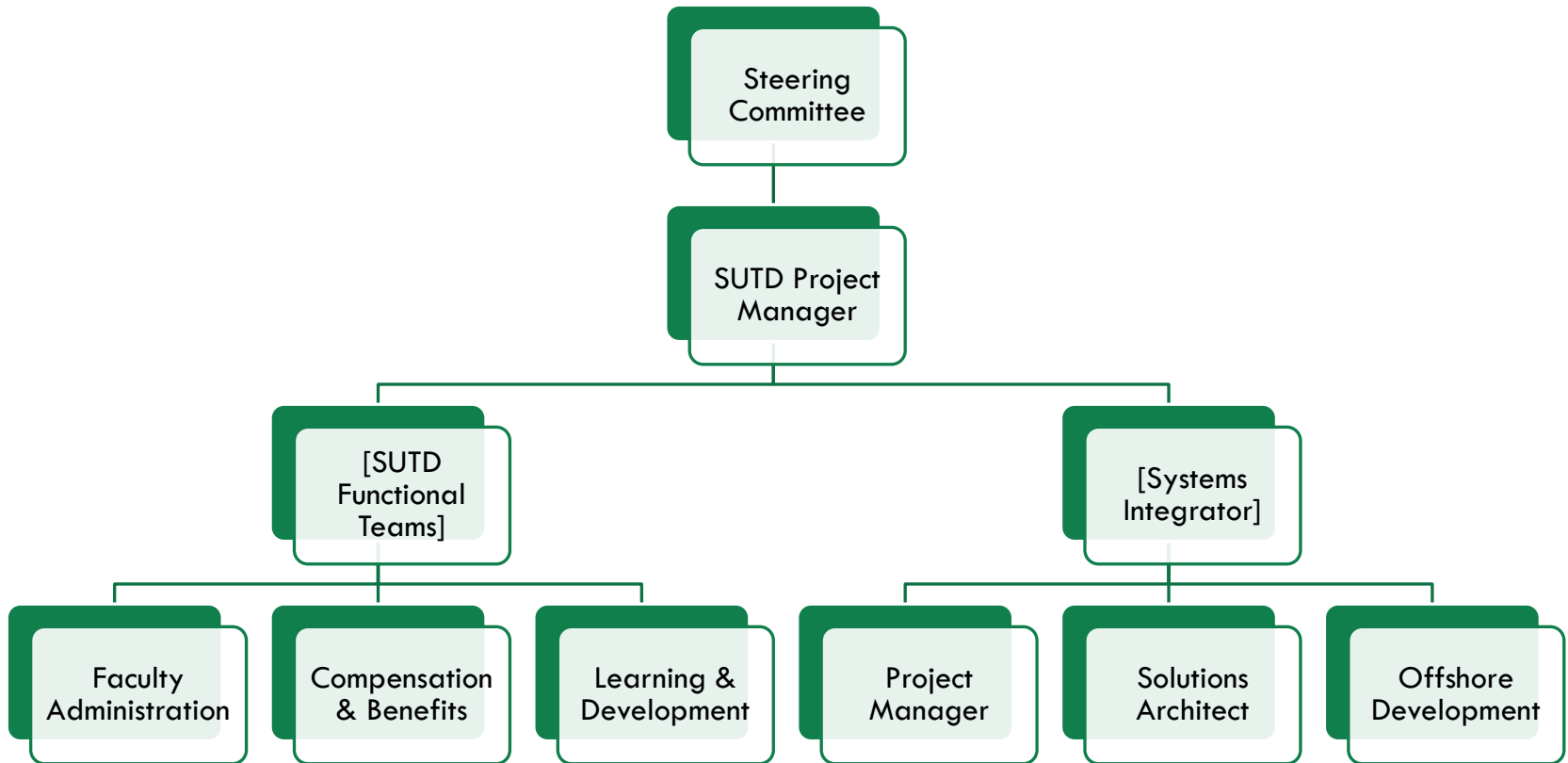


PROJECT KICKOFF

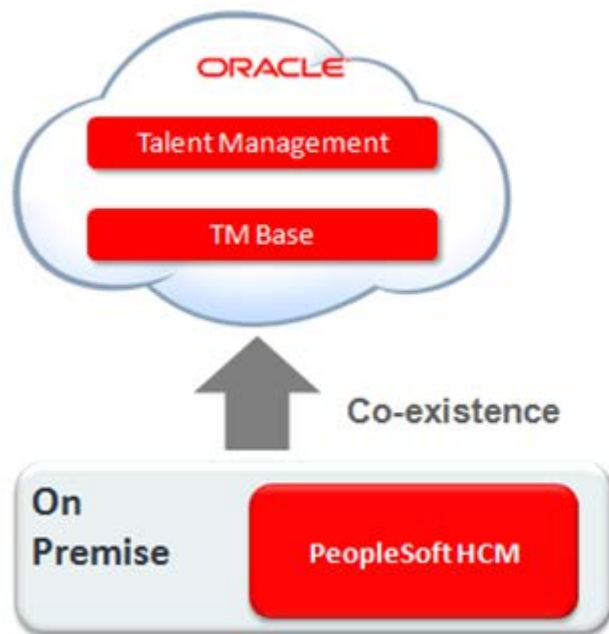


- Team roster and roles
- Objectives and scope
- Solution Approach
- Methodology and Timeline
- Project Risks

PROJECT TEAM



SOLUTION APPROACH



Work Structures


- Business Units
- Locations
- Job Families
- Jobs
- Grades
- Grade Rates
- Positions
- Departments
- Dept Hierarchy







Transaction Data


- Person
- Employment

- Data is extracted from the PeopleSoft HR system on a regular basis (e.g. daily) and fed into Oracle Talent Cloud
- Run iterations of data migrations to setup the Fusion Talent Management application with the required employee data
- Configure incremental data extractions from the source HCM system

HOME PAGE



Employee1 Acad Staff ▾





Welcome to SUTD's new online Talent Management System!


This system will support our long term strategy to identify and develop the best talent, and make SUTD an employer of choice.


Click on the buttons below for more messages from your HR Team. You may also click on the Getting Started icon for some system guides.


- Your HR Team



Talent Profile



Performance



My Portrait


Person Gallery


Directory


Getting Started


Marketplace


Worklist

CHALLENGES AND CONSIDERATIONS



- User Adoption
- Configuration vs Customization
- Integration with the Core HR System
- Pace of change



NEXT STEPS



Q&A

ANY QUESTIONS?



THANK YOU!

