



A Partner Solution for Cross Industry

Unified Content, Process and Connectivity for
Enhanced Productivity and Compliance

IBM **Information Management** software

Avrio Corporation Intellġgo for PeopleSoft Enterprise Human Resources

Partner Solution

■ **Target Industry**

Cross Industry

■ **Business Application**

Human Resources

■ **Products**

*IBM FileNet Business Process
Manager*

IBM FileNet Capture

IBM FileNet Capture ADR

IBM FileNet Content Manager

IBM FileNet eForms

Business Challenge

Organizations invest in enterprise resource planning (ERP) systems to improve Human Resources (HR) workforce management challenges, to automate tasks and to enable efficient administration. They are often surprised to find that optimizing HR processes also requires control and access to content, as well as enforcement of policies and procedures. This functionality requires business process capabilities beyond the scope of the ERP platform.

The HR modules within an ERP system are driven by employee records (e.g., paper resumes, tax forms, benefits data, appraisals and termination documents) that can be difficult to track. Managing employee records as paper documents creates administrative challenges and interrupts otherwise automated business processes. It can also be a significant challenge to ensure that proper controls are in place to retain content as required by regulations and that auditing procedures are achieved as required by federal and state agencies. Since these inefficiencies are not resolved within the ERP system alone, an organization's ability to manage key HR processes – such as employee on boarding, performance management and benefit change administration – are negatively impacted.

Solution

Intellġgo for PeopleSoft Enterprise Human Resources extends and automates both routine and complex HR processes beyond the limits of existing ERP systems. IBM's Enterprise Content Management (ECM) product suite powers this solution from Avrio Corporation and enables a tightly integrated solution based on both IBM and Oracle best practices.

The solution successfully leverages an organization's existing investment in PeopleSoft human resources software to capture and manage timesheets, leave requests, expenses, benefits, performance appraisals, services and infrastructure requirements. Intellġgo for PeopleSoft Enterprise Human Resources also effectively minimizes administrative costs by verifying records and addressing common exceptions, such as duplicate data entries and coding corrections. Additionally, inbound documents are automatically stored so they are immediately available to the appropriate HR team members to speed HR processes.

Intellġgo for PeopleSoft Enterprise Human Resources initiates secure, automated processes within the PeopleSoft human resources application suite, aligning profiles with administrative tasks, creating workflow tasks to route information to appropriate teams or individuals for processing. Work items are displayed



via the solutions intuitive user interface that enables personnel to sort and select work while simultaneously accessing related profile and business process information. This allows HR personnel teams to better coordinate work items and on boarding workflow processes, such as familiarizing new hires with orientation information and initiating training processes.



Ongoing project status, visibility and tracking of HR processes is handled by Intellêgo for PeopleSoft Enterprise Human Resources by delivering profile information to the appropriate employees for approval while IBM's ECM technology ensures that transactions are approved within agreed terms. Electronic forms are used to route HR approvals to users via e-mail. The solution also supports both e-signatures and digital open signatures to speed the approval process in cases where physical signatures are required. Organizations are able to adhere to defined coaching and counseling procedures, take corrective action when appropriate, implement employee assistance programs and hold performance reviews according to company policy.

Analysis modules provide management with accurate reports on the status of employee services and workforce management as well as real-time monitoring of active and historical data. As benefits administration grows more complicated, HR departments can avoid being distracted from strategic initiatives by the manual administrative aspects of their jobs. Intellêgo for PeopleSoft Enterprise Human Resources also helps HR department's process new hire benefit plan participation in accordance with eligibility requirements of specific plans, maintain employee benefit reports and reconcile/audit monthly insurance/benefits invoices.

Value Proposition

Intellêgo for PeopleSoft Enterprise Human Resources provides real-time integration to the ERP system, significantly reducing the number of steps and interfaces required to onboard an employee. The solution enforces routing and controls the approval process ensuring corporate policies and procedures, as well as regulatory compliance, is achieved while streamlining human resource management. Intellêgo for PeopleSoft Enterprise Human Resources allows organizations to achieve the following administrative benefits:

- Automate on boarding, termination, performance management, and benefits administration processes which helps reduce operational costs
- Eliminate data entry into multiple HR ERP user interfaces
- Facilitate approval routing and exception handling workflow processes; notify appropriate departments of an approved HR transaction
- Ensure all required content is obtained and secured, retain permanent records of transactions, including e-signatures

Company Description

Avrio Corporation is a leading Business Process Management consulting company with 15 years of success delivering mission critical solutions on IBM FileNet ECM, BPM, Capture ADR and eForms products. A full service integrator and solution provider with expert resources who assure all projects are IBM / FileNet implementation and support certified.

For more information, please contact:

Greg Kaut
Phone: 310.651.6679 X102
greg.kaut@avriocorp.com

© Copyright IBM Corporation 2009

IBM
3565 Harbor Boulevard
Costa Mesa, CA 92626-1420
USA

Printed in the USA

08-09

All Rights Reserved.

FileNet, IBM and the IBM logo are trademarks of IBM Corporation in the United States, other countries or both. All other company or product names are registered trademarks or trademarks of their respective companies.

For more information, visit
ibm.com/software/

LEARN MORE!

View a 6-minute Webinar
of this solution:
[www.ibm.com/software/valuenet/
partner/avrio](http://www.ibm.com/software/valuenet/partner/avrio)