Implementation of Oracle HRMS for a Large US-based Enterprise

OVERVIEW & BUSINESS NEEDS

The Client is among top five global coal producers and marketer with mining complexes across every major U.S. coal supply basin. Its core business is supplying cleaner-burning, low-sulfur thermal and metallurgical coal to power generators and steel manufacturers across four continents. The Client's requirement was to integrate its existing PeopleSoft system to Oracle E-business Suite.

OUR APPROACH & SOLUTION

- RSI used extensive lessons learned, recommended
- Industry practices, tools & methods that accelerated Project activities
- Successfully implemented Oracle HRMS
- Designed, developed, and tested Oracle HR/Payroll/Benefits Interfaces (Outbound and Inbound)
- Developed new Oracle API's to load new employees, load employee balances, W4 information in HR / Payroll database
- Developed new Oracle reports and Oracle PL/SQL programs to support existing HR functions at the company
- Implemented comprehensive test strategy and rigorous testing of Interfaces, APIs, and Reports
- Post-implementation support

CHALLENGES

To understand the processes of Client's existing system and develop a new solution based on the Oracle platform.

TECHNOLOGIES USED

- Oracle Applications 11i Release 11.5.10.2
  - o Oracle HRMS –Core
  - o Payroll
  - o Advance Benefits
- Oracle Database 10g/11g
- Oracle Forms 6i/Reports 6i
- SQL, PL/SQL, Unix Shell Scripting