

# Enterprise Human Resource Management 8.9

PeopleSoft today announced general availability of PeopleSoft(r) Enterprise Human Resource Management Solution (HRMS) 8.9, which has more than 250 new product enhancements.

The release includes new functionality for managing workforce issues including contingent workforce management - contractors, consultants, and temporary workers - absence management, and talent acquisition management. Feedback from over 500 customer interviews and usability lab sessions provided input to the development of the release.

"With this new release the organisation gets far more person centric, and HR can respond more rapidly to ensure the people are aligned with the business," said Ray Kloss, Director Product and Industry Marketing Japan and Asia Pacific, PeopleSoft, "Diverse and changing workforce compositions are also better managed, such as those with heavy temporary and contract workers."

## Contingent Workforce

Today many organisations have a large contingent workforce to manage. Often someone may be employed as a temp, progress to become permanent, but the HR system tracks this same person as two different people. That can cause organisations to insufficiently plan their resources and be unable to report accurately, impacting their performance. PeopleSoft HRMS 8.9 includes the new "person" model architecture - regardless of changes in their workforce status the employee has a single ID, with their data managed through a single repository. HR management can now better respond to rapidly changing business conditions.

## Absence Management

This new functionality tracks all employee absences in a single web-based interface, enabling organisations to automate planning and compensation for paid and unpaid time off.

## Talent Acquisition Management

Newly designed online, self-service tools, the new Talent Acquisition Manager provides employers with enhanced contact management, improved search capabilities, and new configuration options that allow hiring managers to better track top candidates. The Candidate Gateway enables job applicants to more easily search, apply, and track multiple employment opportunities through a single interface. Recruiters and candidates can be more efficient during the hiring process.

## Total Ownership Experience Enhancements

The new release underwent extensive testing in customer environments and users have reported the following performance gains:

20 percent reduction in overall implementation time

23 percent increase in task completion

16 percent reduction in time across 18 key tasks

## About PeopleSoft HRMS

PeopleSoft's HCM solutions currently support the human resource needs of 75 million employees in 167 countries. PeopleSoft HCM is currently in use at more than half of the Fortune 100 and six of the 10 largest global organizations, making it the worldwide standard for Human Capital Management. The combination of PeopleSoft Enterprise, PeopleSoft EnterpriseOne and PeopleSoft World products are the most comprehensive set of HCM solutions from a single vendor in the world. PeopleSoft HCM solutions enable companies around the world to streamline their HR processes, deploy those processes throughout the organization, and align the workforce to organizational goals and objectives.

To learn more about PeopleSoft Enterprise HRMS 8.9 please visit: <http://www.peoplesoft.com/corp/en/products/ent/hcm/index.jsp>

## About PeopleSoft

PeopleSoft (Nasdaq: PSFT) is the world's second largest provider of enterprise application software with 12,750 customers in more than 25 industries and 150 countries. For more information, visit us at [www.peoplesoft.com](http://www.peoplesoft.com).