



SOLUTION BRIEF

Leveraging PeopleSoft to maximize employee engagement and productivity

Challenges

Employee engagement in self-service workflows is a primary goal of every HR leader. While users expect a modern, self-guided, and visually appealing interface the business process flows in PeopleSoft are non-intuitive and not optimized for mobile functionality. Your ERP application's limitations can negatively impact employee engagement and productivity. Furthermore, employees seeking constant support in fulfilling tasks like benefits enrollment, submitting expenses, performance management and more can defeat the purpose of self-service and make your HR help desk a significant cost center.

Solution

PeopleUX maximizes the reach of your self-service transactions by enabling mobile functionality and an intuitive UX design. By plugging into your existing PeopleSoft self-service applications, the HTML can be rendered to deliver a user experience that is customized to your processes, your workforce, and your brand.

1. A tightly coupled mobile solution built exclusively for PeopleSoft
2. Transform 100% of PeopleSoft pages (Classic and Fluid, customizations included)
3. Requires no additional customization, development, and infrastructure
4. Reduces the adoption curve with an intuitive design, enhancing employee productivity
5. Provides support on a wide array of mobile devices and platforms

Abstract

HR is responsible for driving the execution of the organization's strategic vision, handed down by the C-Suite. Every year, HR leaders invest a significant amount of time, effort, and resources to strategize and roll out new initiatives to improve how an organization acquires top talent, evaluates employee performance, manages benefits, and more – all in the interest of workforce well-being and optimization of HR spending. However, the success of these initiatives hinges on one key variable – employee engagement. The level of employee engagement during these roll-outs can prove to be the difference between an HR success story - or an HR failure.

But what causes employees to be disengaged from HR initiatives? The devil has proven to be in the details, as the underlying cause of HR disengagement is typically non-intuitive business process flows initiated through Employee Self-Service. If a workflow is deemed complicated or requires a lot of time and effort to execute (ex. enrolling in a new benefit plan, applying for a job, submitting expense reports, filling out performance evaluation, etc.) users can potentially become frustrated or confused – typically leading to employees putting off the task or abandoning all-together. Additionally, the ubiquitous use of mobile apps and aesthetically optimized websites, has conditioned users to expect modern and mobile-friendly interfaces that are intuitive, self-guided and designed with an optimal user experience in mind. This strict expectation only increases the likelihood that a non-optimized workflow will not be completed efficiently.

As you consider the execution of your next strategic HR roll-out, the first step to ensure success lies in the optimization of the necessary employee self-service workflows. If you're asking your workforce to execute a workflow independently – is it intuitive? Does it meet their implicit expectations? By offering a simplified, uniform and visually engaging user experience across a wide array of devices (desktops, mobile phones, etc.) organizations can empower their employees to fulfill self-service workflows quickly from wherever they are - keeping them efficient and engaged.

Solution

PeopleUX helps organizations boost workforce productivity by optimizing self-service workflows and empowering employees to get tasks like benefits enrollment, applying to and referring open positions, expense management, performance management, and more done quickly - from wherever they are and whichever device they want. PeopleUX provides an intuitive and visually compelling self-guided user experience that simplifies self-service workflows, helps enterprises streamline administrative processes and improves employees' engagement without any additional training or dependence on IT or HR.



Time reporting



Benefits enrollment



Payroll



Expense submission



Travel



Talent acquisition



Internal job postings



Appraisals



Manager self-service



Learning Management

How it works

PeopleUX re-renders the background HTML in PeopleSoft and empowers IT and HR leaders to craft intuitive workflows featuring a mobile-responsive UI that automatically adjusts to multiple form factors. PeopleUX plugs seamlessly into your PeopleSoft web server and transforms 100% of PeopleSoft pages (Classic and Fluid) – including existing customizations. Without impacting the underlying functionality, code, rules or business logic, PeopleUX transforms the existing workflows to fit the tailored needs of your business and provides a responsive, uniform and mobile-friendly experience that makes workflows easy to understand, execute, and fulfill.

Our PeopleUX engagements have resulted in a **120%** decrease in workflow abandonment within six months of implementation.

vs. other mobile solutions

There are numerous PeopleSoft extensions available in the market that promise mobility and modernization of your PeopleSoft environment, but most of these solutions are loosely coupled and come with several downsides. Loosely coupled solutions generate the mobile-responsive experience outside of the PeopleSoft technology stack and require procurement of additional infrastructure - resulting in huge overhead costs. Since these solutions are detached from your existing PeopleSoft environment, they need to go through extensive integration procedures and have long implementation timelines.

On the other hand, PeopleUX is a tightly coupled mobile solution that has been built as a seamless part of the PeopleSoft system. PeopleUX preserves your investment in PeopleSoft and provides you with an advanced, mobile experience that comes at a fraction of the cost and time when compared to 'rip and replace' alternatives.

The following features make PeopleUX the only product of its type available on the market today.

- Implemented in a short span of 60-90 days
- Provides a fully mobile-responsive interface without changing background codes/HTML
- Protects security privileges as it does not alter, copy or duplicate information
- Adapts to new versions of PeopleSoft automatically saving time and vendor dependency
- Requires no additional workforce to support the application
- Allows organizations to integrate PeopleSoft content with the native mobile app
- Effortlessly retains organizational branding, business logic, and customizations

^[1] <https://www2.deloitte.com/insights/us/en/focus/human-capital-trends/2017/improving-the-employee-experience-culture-engagement.html>

To request a live demo and consultation of PeopleUX with a Solutions Specialist, email us at info@appsian.com