Enterprise IT Solutions Provider

SOAIS
Putting Customers First

An HR & Payroll Solution with Seamless Japanese Language Support

Customer Requirements

▶ Transmit HR and Payroll related data in Japanese from the Global HR instance to the local payroll and other third party systems

Customer Benefits

SOAIS's unique solution delivered significant cost-savings for the client.

Since the solution used PeopleSoft delivered functionality, tested and authenticated for a long time, the quality of the data provided was highly accurate.

The solution was a huge cost saving for the client in terms of development/customization effort as well as saving on the timeline that would need to be spent on this development. Maintenance and Support of the solution was also very simplified.

Background

The client is a Fortune-500 company and one of the world's largest manufacturers of construction and mining equipment, diesel and natural gas engines, industrial gas turbines and diesel-electric locomotives.

With its continual mergers and acquisitions in the South Asian region, the company was fast expanding and as part of its corporate policy, all employee data needed to be part of the Global HR system. This called for the client's Global HR system to be configured/ customized to accommodate South Asian languages and also build interfaces from the Global HR system to the local Payroll System.

One of the most recent acquisitions of the client involved a Japanese company that used Oracle EBS to store its HR data and to run payroll. Since the decision was to run payroll with the same Oracle EBS system and have only the HR data centrally, it was necessary to interface the employee payroll information to the client. Additionally, there were other local third party systems that needed HR data to be interfaced from the Global HR system.

The challenge was to make sure that the HR data that was passed to payroll as well as to the other third party systems were accurate, uniform and in sync. It also required that data in Japanese be sent across the interface without any loss/ garbling of data.

SOAIS Solution

After assessing the client's requirements and conducting a thorough study of the Payroll and third party systems' needs, SOAIS provided a one-stop solution that comprised of:

▶ A consolidated one stop solution that provided data required for all the third party systems and payroll put together
▶ The Payroll Interface was configured to include the 20 % additional fields required by the other systems
▶ The data from the Payroll Interface was then relayed to the clients database using ETL script
▶ The local system was then designed to absorb this consolidated data and distribute to the local payroll and other third party systems.
▶ This solution leveraged PeopleSoft delivered functionality eliminating the need to create custom interfaces to provide the data.

About SOAIS

SOAIS is a leading enterprise IT solutions provider. With its best practices, and global collaborative workforce, it helps the business functions work faster, cheaper and better, offering a full spectrum of technology solutions in the arena of PeopleSoft, WorkSoft, SAP, Oracle Fusion, and niche technology areas such as mobility.

Visit: www.soais.com   Email : info@soais.com