

# OHUG 2015

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# Speaking Sessions

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# Speaking Sessions

Wednesday, June 10, 2015

**Complying with Immediate Final Pay and Minimum Wage Requirements . . . . .5**



# Complying with Immediate Final Pay and Minimum Wage Requirements

<b>Session ID</b>	15250
<b>Date   Time</b>	Wednesday, June 10, 2015   1:00 p.m.–2:00 p.m.
<b>Location</b>	St. Croix A
<b>Speaker</b>	Pravin Khedkar, Deloitte Consulting LLP
<b>Session Description</b>	<p>US Laws in certain states require an Organization to immediately pay terminated associates the remainder of their salary through the associates' last working day. Also, the Fair Labor Standards Act mandates that employers pay the minimum wage per week (higher of minimum wage rate between Federal, State, Local regulation) to an associates irrespective of all liabilities that associates have in returning previous overpayments to their employers.</p> <p>For one of the largest US-based Retailers, employing 100,000+ hourly and seasonal workers, complying with these regulations resulted in unique solutions through customizations to PeopleSoft HCM 9.2's Payroll for North America module. These automated solutions significantly helped the Retailer by eliminating complex manual calculations to produce final pay stubs and to meet the minimum wage requirements while processing regular payroll. This resulted in significant cost savings and improved operational efficiency. This presentation will highlight the approach for implementing these solutions by combining delivered functionality with necessary customizations to PeopleSoft 9.2 Payroll for North America module.</p>
<b>Session Track</b>	<b>PeopleSoft:</b> Payroll, Time & Labor and Absence Management



# Speaking Sessions

Thursday, June 11, 2015

**Successful Journey to Global Compensation Solution & Loved by Managers** . . . . .7

**Fusion HCM Cloud Co-Existence with Oracle R12 EBS Financial** . . . . .8



## Successful Journey to Global Compensation Solution & Loved by Managers

<b>Session ID</b>	15025
<b>Date   Time</b>	Thursday, June 11, 2015   11:00 a.m.–12:00 p.m.
<b>Location</b>	Martinique B
<b>Speaker</b>	<b>Bernadette Lammi, CDM Smith;</b> Bhavin Shah, Deloitte Consulting LLP
<b>Session Description</b>	<p>CDM Smith started HR transformation for the global staff leveraging Fusion HCM applications. They went live with HR, Benefits and Absence in August 2014 and Talent Management and Workforce Compensation in October 2014... in only 2 months!</p> <p>This presentation will provide insight into global, complex and fast paced Fusion Compensation implementation. Here are the list of key topics that would be discussed in detail i.e. challenges faces, best practices used, available configuration options, lessons learnt, impact on business processes etc.</p> <ol style="list-style-type: none"> <li>1.Transformation from anniversary based to annual plan</li> <li>2.Global Salary plans for different disciplines</li> <li>3.Global bonus plan</li> <li>4.Multiple currency support</li> <li>5.Different budgeting solutions based on various plan needs i.e. Bottom up vs Top down budget</li> <li>6.Complex eligibility, proration and integrated worksheet columns calculations</li> <li>7.Worksheet design for each compensation plan</li> <li>8.Integration with Fusion performance management and real-time rating updates</li> <li>9.Compensation letter combining data from different plans</li> <li>10.Analytics and reporting</li> </ol> <p>This presentation is intended for Compensation Administrators and Functional and Technical users who wish to gain a better insight of Fusion Compensation Management.</p>
<b>Session Track</b>	<b>Oracle HCM Cloud:</b> Oracle Talent Management (Fusion)



# Fusion HCM Cloud Co-Existence with Oracle R12 EBS Financial

<b>Session ID</b>	15180
<b>Date   Time</b>	Thursday, June 11, 2015   2:15 p.m.–3:15 p.m.
<b>Location</b>	Montego D
<b>Speaker</b>	<b>Adarsh Kumar</b> , Deloitte Consulting LLP <b>Mayur Gupta</b> , Deloitte Consulting LLP
<b>Session Description</b>	<p>Financial Applications share many data elements related to employees and organizations captured in HCM applications. Integration of these data elements between HCM and Financial Applications are inbuilt, if both HCM and Financial systems are eBusiness Suite (EBS). These data elements must be integrated correctly if systems are discrete, especially when HCM application is in the Cloud.</p> <p>This presentation is to outline requirements and integration considerations in respect of Financial and cloud based HCM application including:</p> <ul style="list-style-type: none"> <li>• Business requirements <ul style="list-style-type: none"> <li>– Approval Matrix</li> <li>– Financial Accountability</li> <li>– Reporting</li> <li>– Security Matrix</li> </ul> </li> <li>• Integration data elements—employee expense account, termination/rehire, job title, supervisor etc.</li> <li>• Key requirements of Financial modules <ul style="list-style-type: none"> <li>– General Ledger</li> <li>– Purchasing</li> <li>– Payables</li> <li>– iExpense</li> </ul> </li> <li>• Challenges of Shared Oracle HR</li> <li>• Tools and technologies available in HCM cloud and EBS</li> <li>• Architecture of the integrations</li> <li>• Considerations and lessons learned</li> </ul>
<b>Session Track</b>	<b>E-Business:</b> Technical & System Administrator



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(Source: Kennedy HR Consulting Marketplace 2011-2014)



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