

ORACLE CLOUD HCM: PAYROLL INTERFACES TRAINING DELIVERY

SERVICE DEFINITION

MKSK CONSULTING
MAY 2024

G-CLOUD 14



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Mksk Consulting Ltd

Best HCM Consulting & Advisory Firm - UK



Principles

We aim to leverage the skills from our centre of excellence based in UK/Europe. By using local consultants we are able to reduce the total number of training consultants required

e.g. where multiple offshore based consultant are required over a period of extended time, we are able to provide expert consultants who have local knowledge and are able to understand the business process and impacts in order to provide a shorter timelines and reduce the total number of consultants required

Service Description

Maximize your Oracle Cloud HCM: Payroll Interfaces Training with MKSK. Our award-winning consultancy offers expert delivery in Oracle Cloud SaaS, specializing in HCM, Payroll, Absence, and more. Benefit from industry best practices and seamless implementation services.

- *Over 15+ years of delivering Oracle HCM applications implementations and training experience covering SaaS and Paas*
 - *Oracle End-to-End Implementations in UK, USA & Europe*
 - *Solution Architecture and Solution Audit expertise*
 - *We can assist your business from building a report to delivering a full reporting suite using OBIEE, OTBI, OAC, and BI Publisher, using reports, dashboard, infolets and interactive reports.*
 - *We specialise in Oracle Cloud SaaS portfolio including HCM, Payroll, Absence, Time & Labour, Security, Talent Management, Integration, Workforce Management and Recruitment Cloud, Taleo, Analytics, and BI.*
 - *Our cross industry experience helps to bring industry best practices to our customers.*
-

Enablement Matters

When Migrating to the Cloud

Well trained cloud migration teams meet nearly 90% of their business and project milestones, compared with less than 50% of milestones met by cloud migration teams with only “average” skill level.

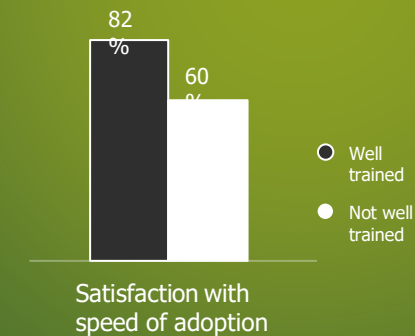
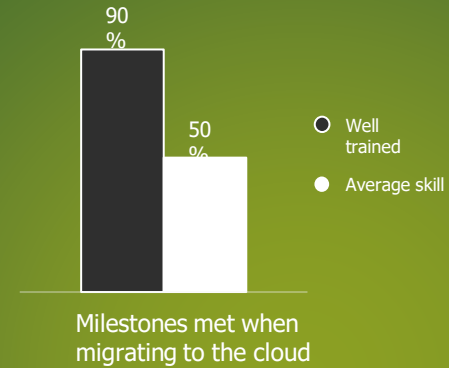
When Deploying Cloud Based Applications

75% of well-trained teams that use cloud-based enterprise applications (finance, supply chain, HCM, etc.) report improved workflow compared with 55% of teams that are not well-trained.

When Working to Ensure User Adoption on New Cloud Applications

82% of organizations with well-trained teams report satisfaction with the speed of adoption of new functionality compared with 60% of organizations that are not well-trained.

Source: IDC, 2017



Training Needs Distribution



Service Features

Service features

- Journey to sustainability through training
- Targeted Support Activities & Layered Training
- Supported Practice, Exercises and Mentoring
- Effective End User Communications & High Kerb Appeal Training Offerings
- Peer Support & In Application Support
- Self-Service Analytics
- Stakeholder Engagement & Training Needs Analysis
- Performance Optimisation
- Customised training needs analysis to meeting your business needs

Service Benefits

Service benefits

- Industry Best Practices applied
 - Improved Operational Efficiency
 - Personal Confidence
 - System Competence
 - Enhanced Decision-Making
 - Experienced Oracle Industry experts
 - Reduced risk
 - Lower cost of ownership
 - Maximised return on investment
 - Engagement & Communications
-

Services



MKSK Consulting delivers a full range of services to assist and enable your move to the Oracle Cloud



Business Readiness Assessment: How ready is your business to move to the cloud



Phased setup of cloud implementation

Offered as standalone Setup or integrating into your existing systems



Post Go Live support for issue resolution & continued services improvement

Analytics and Reports for HCM

- Business intelligence involves analysing data to gain insight that you can act on or gathering information to meet specific requirements. You can use different types of predefined analyses, reports, and dashboards, or create and edit them, to support your business needs.

Analyses

- An analysis is an interactive display of data, for example in a table or graph. You use analyses to:
- Summarize or break down simple, real-time data.
- Help you make short-term decisions.

Search: Assignment Headcount by Department x

Territory Short Name: United States Department Name: --Select Value-- Location Name: --Select Value--

Apply Reset v

Assignment Headcount by Department

Time run: 08/12/2014 8:41 AM

Department Name	Employee Category	Head Count
Accounting US	White collar	10
		1
Accounting US Total		11
Accounts Receivable Prg US	Civil servant	29
Accounts Receivable Prg US Total		24
Adams Elementary School Prg US	Civil servant	7
Adams Elementary School Prg US Total		7
Applications and Services	White collar	10
		1
Applications and Services Total		11
Benefits Prg US	Civil servant	4
Benefits Prg US Total		4
Benefits US	White collar	11
		1
Benefits US Total		12
Business Services US	White collar	2
		2
Business Services US Total		4
Compensation US	White collar	5
Compensation US Total		5

Reports

- A report is output of data in a predefined format that provides little or no interaction. Print reports in these situations:
- To get high-volume data in a high-fidelity output optimized for printing.
- For documents to support internal operations, statutory requirements, and other business needs.
- Example of HCM reports include: Performance Document, Development Goals Report, and Talent Profile Summary report.
- The following figure is an example of the Development Goals report.

Lindsay Allen

Assignment Number	1000	Person Number	1000
Position		Job	Payroll Clerk
Location	Atlanta	Manager	John Johnson

Career Statement

Career Preferences

New Career
Desired Region
Job Family
Comments

Development Needs and Actions

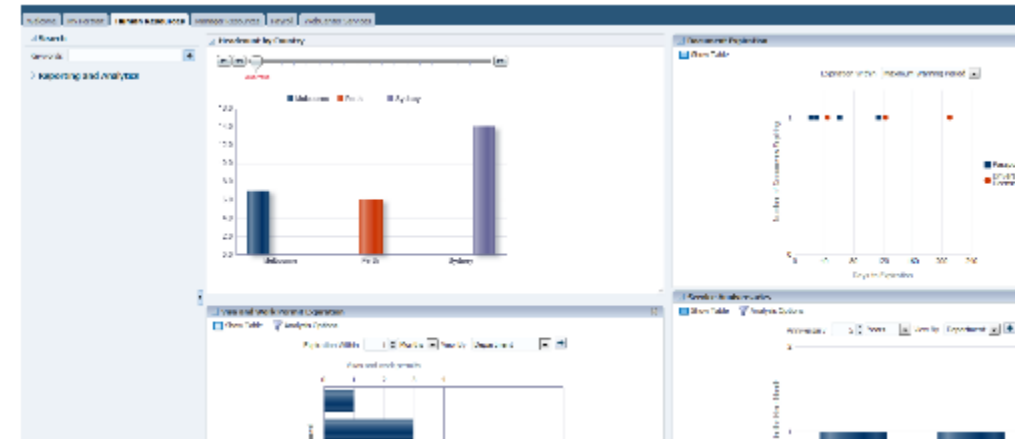
Broaden organizational effectiveness			
Description	Broaden experience of working outside of the confines of the department by undertaking projects started by colleagues from across the organization		
Milestone	100%	Level	100%
Category	100%	Category	100%
Completion Percentage	25	Review	100%
Start Date	21/01/2014	Project Link	
Target Completion Date	12/01/2014		
Actual Completion Date			

Successful integration into cross-functional project. Positive outcome with demonstrable benefits from gaining a broader outlook across the organization and beyond the confines of the HCM department structure.

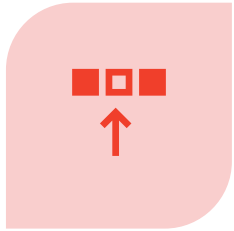
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Dashboards

- A dashboard is a collection of analyses and other content, presented on one or more pages, or tabs. Depending on your job role, you might use one or more of the following HCM dashboards:
- Human Resources dashboard
- View analyses such as visa and work permit expiration, service anniversaries, onboarding bottlenecks, and assignments with no manager.
- Manager Resources dashboard
- View an organization chart of your direct reports, and analyses such as worker availability, promotion potential, predicted performance, and voluntary termination.
- Payroll dashboard
- View payroll flows that are in progress, including their activity and process status, and items requiring your attention.



Complements Your Existing Organisation



PROVIDE ASSISTANCE IN
UNDERSTANDING &
ADOPTING THE NEW
RELEASE FUNCTIONALITY



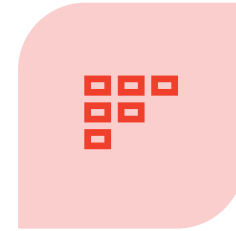
OPTIMISATION OF
EXISTING FUNCTIONS &
USING STANDARD
FUNCTIONALITY



ASSIST YOU WITH THE
PLANNING & TESTING FOR
RELEASES



ADVISE ON BUSINESS
CHANGE, ADOPTION &
GOVERNANCE THROUGH
ENABLEMENT SERVICES



PROVIDE ASSISTANCE IN
YOUR SUPPORT MODEL TO
ENABLE YOUR BAU TEAM
TO TRANSITION INTO BAU
ACTIVITIES

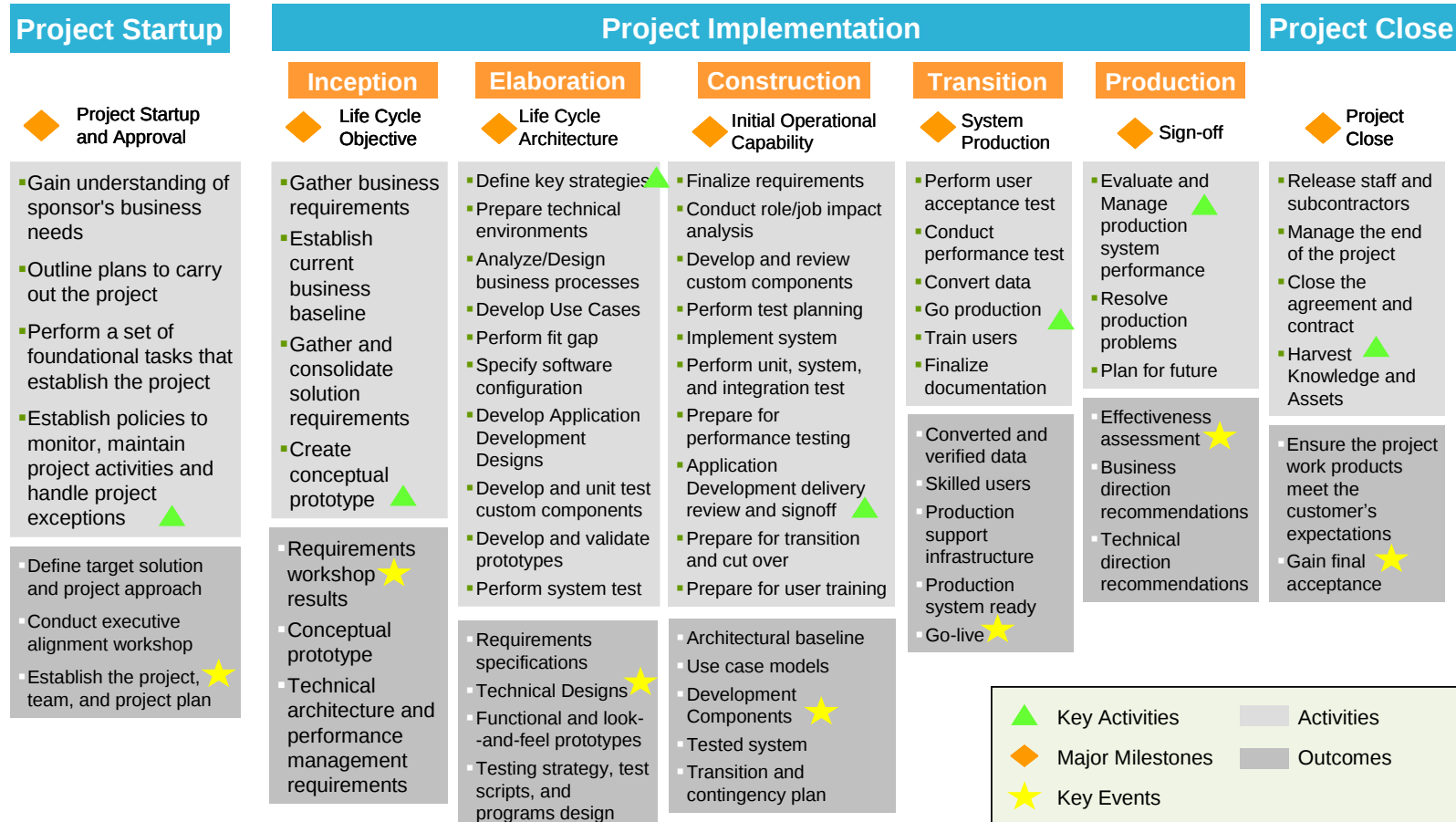
Methodology:

MKSK Oracle Method (MOM)

- An Oracle project requires more than a technical focus to achieve investment returns and to be successfully embraced by the organisation. Recognising this as one of its key tenets, the MKSK Oracle Method (MOM) establishes a heavy focus of capturing quick wins and success, infusing the business case throughout a project, and obtaining the organisational sponsorship and change management levers to drive success. From a technology standpoint, the MOM considers the application architecture and development tools of Oracle applications and provides approaches to accelerate the overall implementation schedule, while effectively managing risk.

MKSK Oracle Method (MOM)

- The MKSK Oracle Method (MOM) consists of the five core phases of OUM's Implement methodology, plus the Project Start-up and Project Close phases from MKSK's Project Management methodology. The lifecycle and gateways are described in the slide below:



MKSK Oracle Method key aspects and benefits

- Employs interactive business modelling workshops to expose users to the system, validate system processes and configuration through prototyping, and secure early buy-in to the design;
- Emphasises business process re-engineering around the package-enabled practices within the Oracle application, thereby encouraging a “vanilla” implementation to minimise ongoing maintenance and upgrade costs;
- Uses Oracle's business configuration model and associated development tools for rapid development of reports, customisations, interfaces, and conversions;
- Provides an iterative and incremental design, develop and test process that incorporates testing and validation throughout the project lifecycle, providing a higher degree of quality assurance and early user feedback loops – rather than traditional methods that wait towards the end of a project to test for quality and user acceptance;
- Increases project efficiencies by integrating accelerators and selected tools into each phase of the methodology, including templates and practice aids; and
- Applies the same method to implementations and upgrades and recognises the varying degree of complexity in each situation.

Service Deliverables

As the On Going Support service is dependent on your specific requirements the deliverables are not defined here. We will agree with you the actual deliverables as part of your service agreement



All of Oracle Consulting activities are based around our MKSK Oracle Method (MOM). This allows us to draw on an extensive set of accelerators, which will be used as the basis for our deliverables.

Customer Responsibilities



Submit Business Requirement



Submit Technical Requirements Functional and Non-Functional



Attend meetings and design workshops



Attends service/Technical review meetings



Provides service level requirements on an agreed basis with the Service Level Manager



Negotiates, defines, agrees and communicates service levels agreements within the organization

Commercials

Ordering & Invoices

- Placed against the Oracle G-Cloud 14 contractual paperwork (Ordering Document) references the G-Cloud contractual terms in addition to the specifics of the service scope (Exhibit) being contracted for

Invoices

- –Time and Materials services: Presented monthly including labour and expense items.
- –Fixed Price services: Presented on the completion of the relevant milestones / deliverables / phases as defined with the ordering document. Expenses related to fixed price services are presented monthly.

Award Winning Consultancy



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**“PARTNER WITH MKSK CONSULTING FOR ORACLE
CLOUD HCM REPORTING AND ANALYTICS
SERVICES AND UNLOCK THE FULL POTENTIAL OF
YOUR HR DATA TO DRIVE BUSINESS SUCCESS AND
ACHIEVE STRATEGIC OBJECTIVES”**

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