



## Assignment

Global Communications Company (phone) wanted to standardize Human Resources (HR) processes between the Wireline and Wireless business units which were on various systems. This company had different business units across the globe. Each of the business units were not under a common Human Capital Management System, and they wanted to bring all the employees under a common HR System (One HR).

## Implementation

- Analysis of standardizing the HR Processes between the Wireline and Wireless groups.
- Documented the processes to be existed in the OneHR (new system) common for various business units as per company standards.
- Created SQR's and App Engine Program's for HR data conversions for loading the data from different systems.
- Retro fitting for the Wireline, Wireless, and international rules.
- Worked with the company's Off-Shore team to provide the requirements gathered from users.
- Involved in Modifying ESS pages as per the requirement.
- Implemented Global PeopleSoft 8.9 ESS and MSS transaction.
- Modified the MSS Transactions
- Workflow set up for the above MSS transactions.
- Modified the existing transaction Pages and added new functionality to company MSS pages.
- Created custom components for manage hires and Recruitment Offers for associates, management, international employees and in the creation of underlying approval process for the job offers prepared, as per the new rules designed.
- Customized the critical manage hires processes which handles the HR requests submitted from recruiting system and populates the data directly into WFA utilized for hires, rehires and transfers.
- Created special process for HR initiated terminations, where the HR field users can terminate an employee similar to MSS Terminations.



## Company

Global Communications Company | 12 Month Project - Completed on time