



HARKINS PEOPLESOFT TRANSFORMATION CASE STUDY

Peoplesoft 9.2 HCM & FSCM Rebuy and OCI LIFT & SHIFT

ORACLE

Partner

Expertise in
PeopleSoft
in North America

Expertise in
Oracle Cloud Platform
in North America

Expertise in
Oracle EPM Cloud
in North America

ORACLE

Education
Reseller

Gartner.
Recognized Vendor



Client Background



Pursuit Background & Approach

Headquarters: Columbia, Maryland

Ownership Model: Privately held, government contractor

Industry: Construction Management Contractor - Multifamily, Commercial, and Government construction projects

Pain Points:

- “Stuck” on 15-year-old version of PeopleSoft 8.9 HCM & FSCM with Rimini support for HCM applications
- High cost of ownership across application portfolio
- Inability to support many disparate systems (on-prem & SaaS)
- Poor User Experience
- Security vulnerabilities
- Inability to integrate on-premise and best of breed SaaS apps
- Lacked support resources for software and infrastructure

- **Jan 2020:** SpearMC and Oracle Apps Unlimited partner meeting in Burlington, MA – initial introduction to Oracle rep
- **March 2020:** Introduced to Harkins and performed full round of HCM/FSCM demos over 2 months (competitive bid)
- **May: 2020:** Pandemic impacts forced evaluation hold
- **Jan 2021:** Re-engaged with Harkins to deliver refresher (Round 2) demos and partnered with Oracle Solution Consultants
- ***Positioned Program approach to transform PeopleSoft and deliver a SaaS PeopleSoft experience***
- **Feb 2021:** Engaged with Oracle Tech rep and jointly scoped and budgeted OCI lift and shift
- **March 2021:** Executive presentation and demos
- **April 2021:** Final executive presentation and go forward decision
- **May 2021:** Signed first SOW with SpearMC for direct purchase of PeopleSoft HCM licenses (re-buy)
- **July 2021:** Signed first SOW with SpearMC for PeopleSoft services – Detailed Assessment and ERP Roadmap scope

Harkins PeopleSoft Application Scope

Software Apps	Legacy PeopleSoft Modules / Apps	Upgraded & New PeopleSoft Modules
PeopleSoft HCM	• Rimini Street Support / Tax Updates • Core HR • Payroll • Time & Labor	• Core HR • Payroll • Time & Labor • Recruiting / Candidate Gateway *NEW • Benefits Administration *NEW • eBenefits *NEW • eCompensation *NEW • ePerformance *NEW
PeopleSoft FSCM	• General Ledger • Project Costing • Accounts Receivable • Accounts Payable • Purchasing	• General Ledger • Project Costing • Accounts Receivable • Accounts Payable • Purchasing • Expenses *NEW • Cash Management *NEW • Kofax AP Essentials *NEW (Invoice imaging & OCR)
Third-party HCM Apps	• iHire (Recruiting, ATS, Talent Mgmt) • Benetrac (Benefits enrolment & Admin) • Lanteria (Certifications, Class enrollment) • ViewPoint (Document Workflow/Approvals) • Paperless Pay Application • W2 – Paystub Application	<i>Eliminated All Third-party HCM apps</i>

Revenue Results: >\$3M in Services and Software and recurring \$300k Managed Services

Projects Completed:

1. PeopleSoft HCM 9.2 Reimplementation on OCI with Oracle database
2. PeopleSoft FSCM 8.9 Lift and Shift to OCI (no change to apps or database)
3. PeopleSoft FSCM 8.9 SQL server to Oracle database conversion
4. PeopleSoft FSCM 8.9 to 9.2 upgrade
5. FSCM Expenses and Cash Management modules license purchase & implementation
6. HCM Selective adoption and implementation of Fluid ePerformance
7. Ongoing Managed Services (3 years and counting):
 - OCI infrastructure support
 - PeopleSoft System Administrator support
 - Functional and Development support
 - “Get Current” – PeopleTools upgrades and PUM image updates

Onboarding – Activity Guide (Example)

✕ Exit

Harkins OnBoarding for USA

⋮



VP Finance

Mark Complete

< Previous

Next >

Before You Start

● Visited

Welcome

● Visited

★ Acknowledgement

○ Not Started

★ I-9

▲ Overdue

Disability

○ Not Started

Veteran Status

○ Not Started

Ethnic Groups

○ Not Started

★ Harkins Documents

○ Not Started

Auto Insurance Declaration

○ Not Started

▶ Personal Details

○ Not Started

▶ Talent Profile

○ Not Started

▶ Benefits

○ Not Started

▶ Payroll

○ Not Started

OnBoarding Survey

○ Not Started

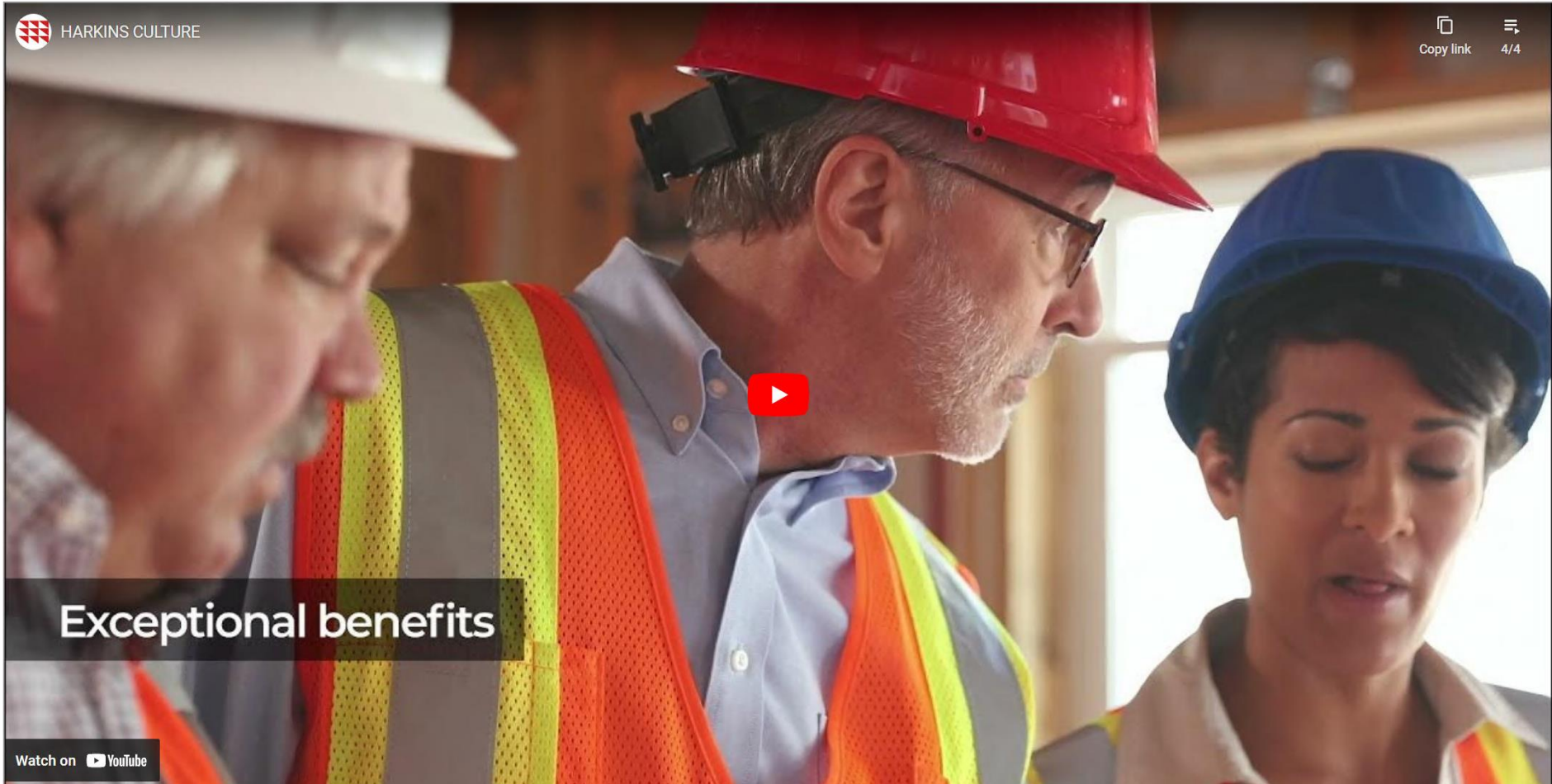
Summary

○ Not Started

Welcome

Hi . Welcome to Harkins Builders.

 HARKINS CULTURE



Copy link

4/4

Exceptional benefits

Watch on  YouTube

5

Fluid Open Enrollment Activity Guide (Example)

✕ Exit **Harkins Open Enrollment**

 **Enrollment Period 7/31/2023 - 9/1/2023**
Dylan (Dylan)

Next

Welcome
☒ Visited

Personal Information
☐ Not Started

Dependent/Beneficiary Info
☒ Complete

Acknowledgement
☐ Not Started

Benefits Summary History
☐ Not Started

Benefits Enrollment
☒ Visited

Benefits Statements
☐ Not Started

Summary
☐ Not Started

Welcome

Open enrollment is your annual opportunity to elect your benefits for the new plan year 2023-2024 effective October 1st.

Open enrollment for 2023-2024 Plan Year is scheduled from August 21st to September 1st.

Please refer to your Employee Benefits Overview for further information on your benefits.

[Harkins 2023-24 Benefits Overview](#)

Steps are fully configurable:

- o No programming
- o Added their own text
- o Added link to 3rd Party benefit documentation
- o Removed “Video”

Performance Management – Annual Review (Example)

Performance Document

Home Search Notifications Menu

Evaluation in Progress

Self Evaluation In Progress

  HR/Payroll • 1 Jan - 31 Dec 2023

Step 1 of 1

Evaluation  Complete

 Erik cannot see the evaluation until you complete the document.

▼ **HB Employee Self Evaluation**

☐ **Discipline**
Exceeds Expectations

☐ **Innovation**

☐ **Stewardship**

☐ **Communication**

☐ **Ownership**

▼ **HB Employee Self Evaluation Comment**

☐ Pick a ratings above and describe why.

▼ **HB Shared Evaluation**

☐ **Accomplishments**

☐ **Performance**

☐ **Goals**

Quick Evaluation Cancel Done

☐ HB Employee Self Evaluation
Discipline
Demonstrates ability to adhere to processes and be decisive

Employee
  ★★★★★ Exceeds Expectations

Configurable Template

Guiding Principles:

D - Discipline

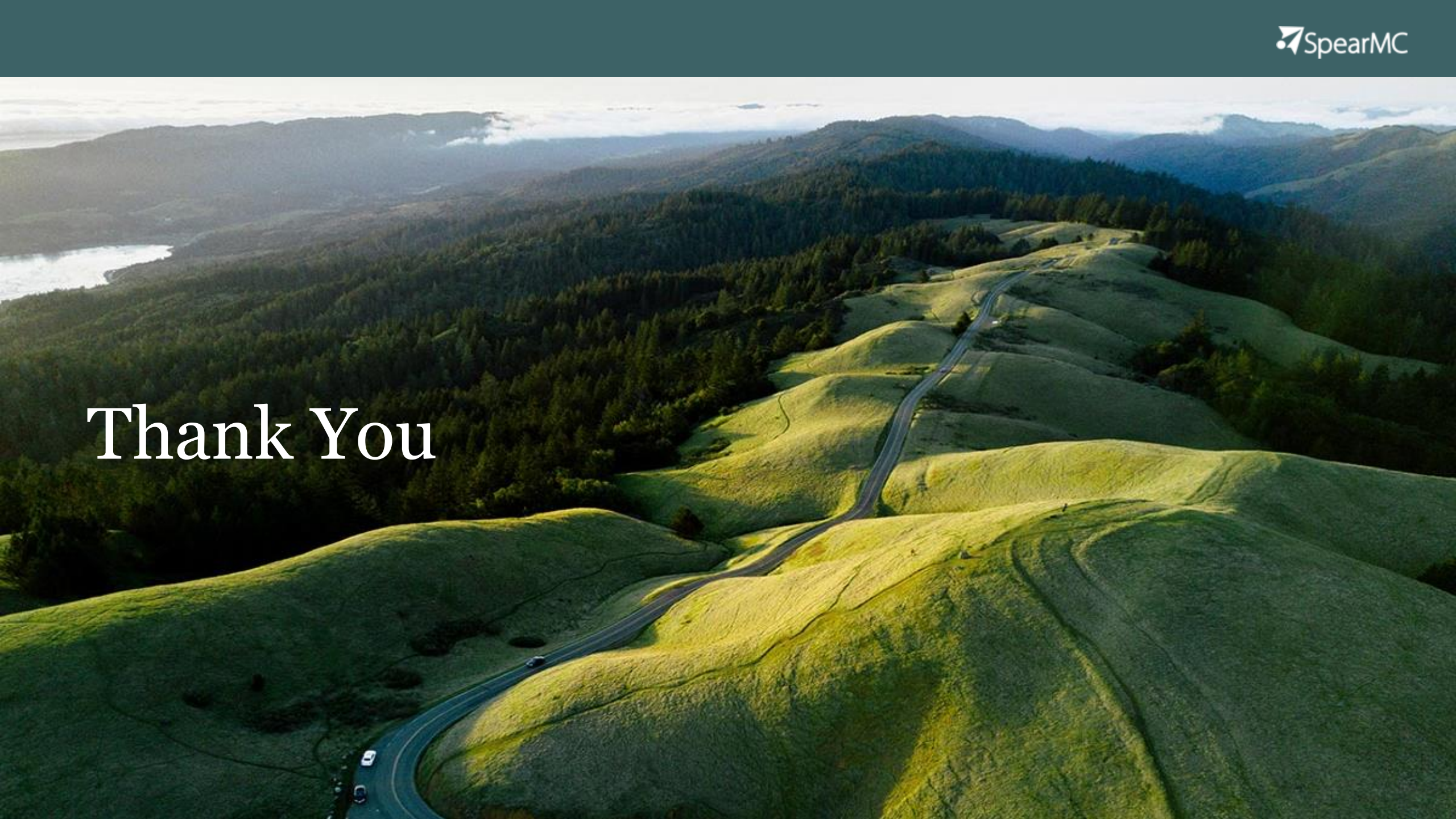
I - Innovation

S - Stewardship

C - Communication

O - Ownership





Thank You