Resolvable PeopleSoft Operational Pain Points

PeopleSoft Human Capital Management

The Business PCR™ Assessment is used to evaluate and analyze Productivity, Cost and Risk issues or concerns within your business. Please fill out this short assessment example by filling in your agreement with each statement. Once completed, contact us at 855-BELMERO (235-6376) or sales@belmero.com to further discuss your needs and how we can optimize your Enterprise.

(0=Not Agree, 5=Strongly Agree)

Benefits Admin	Benefits are not starting on the correct date	
	Events are opening when we do not want them to open	
	We have difficulty managing life events from the time the OE (Open Enrollment) election period starts to the time the OE event is actually effective	
	Inaccurate benefits received by the employee is a problem	
	We have issues with the wrong event class being processed	
ePerformance	We have issues implementing different competencies or criteria by position, job code, department, or business unit, etc.	
	We have problems implementing different levels of approvals for different positions, job codes, departments, or business units, etc.	
	We have difficulty having mid-year and/or various checkpoints throughout the year	
	We struggle with the wrong template being created for an individual	
	We have problems with Group Builds are required for Reports and the security by Group Build is constantly changing	
Portal and Security	Wrong menu paths are displaying on screen for a user	
	Permission lists are inaccurate or give users too much access	
	Roles are inaccurate or give users too much access	
	Pagelets or Navigation Collections are not displayed on the home page	
Human Resources	Structure of the organization has been set up incorrectly	
	Job data has the wrong action and action reasons for the organization	
	Determining which department is responsible for entering and maintaining data (centralized or de-centralized)	
	Controlling self-service and what information employees are allowed to change / update is a challenge	
Payroll	We struggle when Approvers are on vacation or absent so time is not getting approved	
	Retro-active pay and deductions are difficult to manage	
	We have issues with inaccuracies and/or printing of W-2's	
	Tax updates and time required from production staff for testing while trying to manage day to day operations is a challenge	
Reporting	We lack real time alerts to critical information	
	The management and executive staff is unhappy with the availability, quality or accuracy of data	
	We spend significant time preparing reports for the organization	
	We are unable to effectively retrieve data using Query Manager without excel manipulation.	

Note: **Only sample modules are listed**. Please visit www.belmero.com for a full list of modules supported.