



Avrio Corporation Intellġgo for JD Edwards EnterpriseOne Human Resources Management

Partner Solution

■ **Target Industry**

Cross Industry

■ **Business Application**

Human Resources

■ **Products**

IBM FileNet Business

Process Manager

IBM FileNet Capture

IBM FileNet Capture ADR

IBM FileNet Content Manager

IBM FileNet eForms

Business Challenge

Organizations invest in enterprise resource planning (ERP) systems to improve Human Resources (HR) workforce management challenges, to automate tasks and to enable efficient administration. They are often surprised to find that optimizing HR processes also requires control and access to content, as well as enforcement of policies and procedures. This functionality requires business process capabilities beyond the scope of the ERP platform.

The HR modules within an ERP system are driven by employee records (e.g., paper resumes, tax forms, benefits data, appraisals and termination documents) that can be difficult to track. Managing employee records as paper documents creates administrative challenges and interrupts otherwise automated business processes. It can also be a significant challenge to ensure that proper controls are in place to retain content as required by regulations and that auditing procedures are achieved as required by federal and state agencies. Since these inefficiencies are not resolved within the ERP system alone, an organization's ability to manage key HR processes – such as employee on boarding, performance management and benefit change administration – are negatively impacted.

Solution

Intellġgo for JD Edwards EnterpriseOne Human Resources Management extends and automates both routine and complex HR processes beyond the limits of existing ERP systems. This solution from Avrio Corporation is powered by IBM's Enterprise Content Management (ECM) suite of products and it enables a tightly integrated solution based on both IBM and Oracle best practices.

The solution successfully leverages an organization's existing investment in JD Edwards EnterpriseOne Human Resources Management to capture and manage timesheets, leave requests, expenses, benefits, performance appraisals, services and infrastructure requirements. The solution effectively minimizes administrative costs by verifying records and addressing common exceptions, such as duplicate data entries and coding corrections. Additionally, inbound documents are automatically stored so they are immediately available to the appropriate HR team members to speed HR processes.

Intellġgo for JD Edwards EnterpriseOne Human Resources Management initiates secure, automated processes within the JD Edwards HR application suite, aligning profiles with administrative tasks, creating workflow tasks to



route information to appropriate teams or individuals for processing. Work items are displayed via an intuitive user interface that enables personnel to sort and select work while simultaneously accessing related profile and business process information. This allows HR personnel teams to better coordinate work items and on boarding workflow processes, such as familiarizing new hires with orientation information and initiating training processes.

Intellëgo for JD Edwards EnterpriseOne Human Resources Management initiates secure, automated processes within the the application suite, aligning profiles to the appropriate employees for approval while IBM's ECM technology ensures that transactions are approved within agreed terms. Electronic forms are used to route HR approvals to users via e-mail. The solution also supports both e-signatures and digital open signatures to speed the approval process in cases where physical signatures are required. Organizations are able to adhere to defined coaching and counseling procedures, take corrective action when appropriate, implement employee assistance programs and hold performance reviews according to company policy.

Analysis modules provide management with accurate reports on the status of employee services and workforce management as well as real-time monitoring of active and historical data. As benefits administration grows more complicated, HR departments can avoid being distracted from strategic initiatives by the manual administrative aspects of their jobs. Intellëgo for JD Edwards EnterpriseOne Human Resources Management also helps HR department's process new hire benefit plan participation in accordance with eligibility requirements of specific plans, maintain employee benefit reports and reconcile/audit monthly insurance/benefits invoices.

Value Proposition

Intellëgo for JD Edwards EnterpriseOne Human Resources Management provides real-time integration to the ERP system, significantly reducing the number of steps and interfaces required to onboard an employee. The solution enforces routing and controls the approval process ensuring corporate policies and procedures, as well as regulatory compliance, is achieved while streamlining human resource management. Intellëgo for JD Edwards EnterpriseOne Human Resources Management allows organizations to achieve the following administrative benefits:

- Automate on boarding, termination, performance management, and benefits administration processes which helps reduce operational costs
- Eliminate data entry into multiple HR ERP user interfaces
- Facilitate approval routing and exception handling workflow processes; notify appropriate departments of an approved HR transaction
- Ensure all required content is obtained and secured, retain permanent records of transactions, including e-signatures

Company Description

Avrio Corporation is a leading Business Process Management consulting company with 15 years of success delivering mission critical solutions on IBM FileNet ECM, BPM, Capture ADR and eForms products. A full service integrator and solution provider with expert resources who assure all projects are IBM / FileNet implementation and support certified.

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