



Gaining Visibility to the Contingent Labor Business Process through Services Procurement

*A Cardinal Point Solutions White Paper
August 2011*

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Gaining Visibility to the Contingent Labor Business Process through Services Procurement

PeopleSoft Services Procurement (sPro) centralizes the contingent worker business process making it easy to request, source, manage and pay service providers. Greater visibility is provided to transactions often handled offline. sPro uses functionality from other PeopleSoft apps, making it easy to integrate into your current suite of products. Approval Framework is utilized extensively within this application to automate workflow, decreasing transaction time and improving business efficiency.

Overview

Labor costs are often the largest costs to organizational projects. Today, the contingent labor workforce is becoming a growing share of the labor pool. Therefore the management of the contingent labor workforce is becoming more and more critical for companies to manage. It is important to lower the cost of managing the contingent workforce while ensuring the right resources are in place at the right time.

PeopleSoft Services Procurement gives organizations the insight into their contingent labor spend, ensures the best performing resources are identified and utilized, helps manage and track the contingent labor pool through time, expense and milestone reporting, and ensures electronic three way matching for vendor payments.

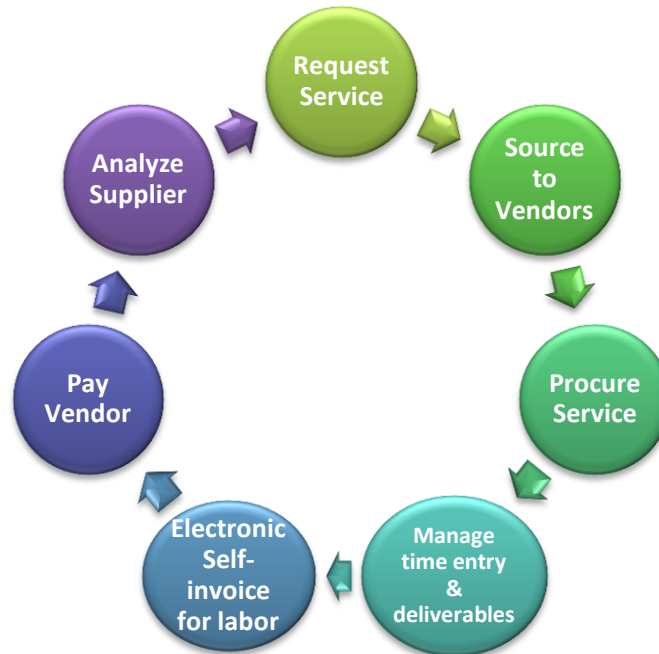
High Level Solution

Organizations require the systems and processes to help manage the many complex processes used to support the procurement and management of the contingent labor workforce. These include the requisitioning, vendor sourcing, on-boarding, regular management through time, expense and milestone management, project cost collection, and vendor settlement with three way matching.

In addition, systems must support complex workflows including:

- Requisition approvals;
- Sourcing to vendors (internal and external workflows);
- Time, expense and milestone approvals; and,
- Vendor settlement with three way matching (internal and external workflows).

Finally, the systems must have the ability to provide rich analytics such as supplier performance history, individual provider performance, and spend and trend analysis.



Services Fulfillment

PeopleSoft Services Procurement simplifies the requisition process by leveraging a common interface with eProcurement. This enables users to have a single process and leverages the same powerful workflow engine to request contingent labor as for goods. Requisitions can be entered into the ePro UI or be integrated with Resource Management Resource Requests. Either way, the requisition utilizes competencies and skills to communicate specific requirements with the suppliers.

Organizations have better visibility to the negotiation process utilizing delivered sourcing functionality to identify preferred vendors and online sourcing capabilities. Service Coordinators will easily access relevant suppliers for a particular requisition which increases the number of applicable bids. The use of bid factors helps service coordinators compare bids, resulting in identifying the best resource match for the requisition.

A work order containing all terms and conditions for each engagement is used to create and dispatch the purchase order for the service procurement. Logistical tasks helps with provider on-board and off-board tasks that may be otherwise overlooked. Finally, utilizing work order functionality with time, expense and milestone management ensures proper payment for each resource.

Services Management

PeopleSoft sPro allows service providers to enter time, expenses and progress logs directly into the system. Project Managers have access to review and approve these documents that provide detail analytics on spend to date and available funds. The data integrates directly to Project Costing so project managers can manage their budgets and, if applicable, generate invoices through contracts to the external customers.

At the completion of an engagement, managers can execute a performance review process. This process enables the measurement of the best performing suppliers and providers for future sourcing selection.

Services Settlement

PeopleSoft sPro integrates seamlessly with Accounts Payable, making voucher creation from self-invoicing a simple process. Posting vouchers early helps project managers and project accountants see “actual costs” associated with their project. Prior to this, project managers and project accountants will see “committed costs”; whether committed or actual, costs can be viewed and drill down can be configured by vendor, by project, by activity, by resource, by voucher, etc.

Organizations will also have greater confidence in paying the correct amounts to the correct vendors and will recognize greater contractor satisfaction and performance as vendors will be paid on a more reliable timeline with less back office function on their part. Additionally, if contingent labor is used for external customer billable projects, the streamlined business process will improve cash flow by enabling the invoicing of external customers on a timelier basis independent of subcontract voucher submittal.

Conclusion

PeopleSoft Services Procurement enables organizations greater visibility and management of their contingent workforce labor spend. Delivered functionality helps organizations with all aspects of contingent labor including sourcing, on-boarding, project management, vendor settlement and analytics.

The metrics will guide organizations to make more informed decisions with regards to sourcing and filling requisitions. Greater supplier visibility will ensure companies only work with reliable providers resulting in a more streamlined contractor life cycle. Project Managers can use competencies to ensure the right resources are selected for the right projects and can use spend analytics to manage costs and budgets.

For More Information

Cardinal Point, an Oracle gold partner, offers project-centric organizations industry-focused strategic consulting and systems integration. Specializing in PeopleSoft Financial Applications, Fusion Project Portfolio Management and OBI Project Analytics, Cardinal Point experts use innovative tools to design and implement proven solutions.

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