



PeopleSoft Global Payroll Services



Payroll is an integral part of the HR business process. PeopleSoft Global Payroll has been designed to support payroll for multiple countries around the world in a single application. Our matured PeopleSoft practice has evolved with the structured approach to Global Payroll Rollouts & Upgrades with a right mix of domain and product specialists. This is further supported by a plethora of tools and accelerators, thus enabling low-cost, low-risk Global Payroll service offerings

Our Capabilities

- Proven ability of our experienced consultants in handling challenges in multi-country rollouts
- Strong domain knowledge, including statutory payroll requirements like Taxation, Pension, etc for delivered country extensions
- Ability to develop those country extensions, not delivered by PeopleSoft, to the highest levels of quality
- Setting up robust support models tailored to meet client requirements, resulting in low TCO
- Independent end-to-end test cycle execution
- Application of GP tax updates and patches for delivered country extensions

Key Differentiators

- Platinum Worldwide Partnership with Oracle Corp.
- Right mix of domain (Payroll) and product (Global Payroll) experts ensuring Business-to-IT connect
- Out-of-the-Box (OOB), Country Independent Reimbursement module developed using GP Core objects that can be used for addressing Business Expense Reimbursements
- Pool of technical consultants with thorough understanding of Global Payroll result tables
- Dedicated Centre of Excellence ensuring continuous enhancement of Global Payroll tools, templates and knowledge library
- Reduction of Total Cost of Ownership and better ROI through
 - Usage of Accelerator Tools
 - Best Practices

Our Service Offerings

Health Check Consulting

- Independent review of Configuration, Support Structure, System Performance, Archiving Requirements & Patch application.

Implementation / Rollout

- Multi-country Rollouts
- Implementation of delivered Country Extensions
- Development of non-Delivered Country Extensions

Support

- On-site / Off-shore Model
- Shared Service Support Model

3rd Party Testing

- Independent end-to-end Functional Testing for Configured elements, reports, interfaces
- Library of standard Core and Statutory Test Cases

Our PeopleSoft Global Payroll Tools

Tool: Welcome Package

Feature

Implementation kit comprising of element matrix, configuration workbook, training templates, test cases etc. Also includes templates for critical project documentation

Benefit

- User Friendly
- Minimizes Requirement gathering irregularities
- Saves time during critical phases of project

Tool: GRAC

Feature

Parameterized SQR- based Tool to simplify payroll reports, thus reducing overall reporting effort

Benefit

- Accelerates GP reports development
- Easy to use

Tool: GP Cloner

Feature

Configuration tool to replicate elements along with the properties. Can be used to clone elements even across country extensions

Benefit

- Reduces element Configuration effort
- Reduces errors

Tool: Data Differencer

Feature

Reconciliation tool to compare payroll results across systems. Eliminates manual comparison and v-lookups in Excel

Benefit

- Parallel run reconciliation made easy
- Logs comparison output in user friendly format

Tool: Cut-2-GP

Feature

Parameterized tool to prepare employee data for transition to Global Payroll and perform final cut-over activities. Also has roll-back feature to undo data conversion

Benefit

- Converts even future-dated records
- Generates self-explanatory log for ease of reconciliation

About L&T Infotech

Larsen & Toubro Infotech Ltd. (L&T Infotech), one of the fastest growing IT Services companies, is ranked by NASSCOM among the top software & services exporters from India in 2009. Ranked among 2009 'Leaders' in the prestigious Global 100 list by International Association of Outsourcing Professionals (IAOP), and a wholly-owned subsidiary of US \$ 9.8 billion Larsen & Toubro, India's leading engineering-to-financial services organization, L&T Infotech is differentiated by its unique Business-to-IT Connect, which is a result of its rich corporate heritage.

Ranked No. 5 globally among the Best IT Services Providers by Global Services in 2009, we offer comprehensive, end-to-end software solutions and services in the following industry verticals:



CASE STUDY

Implemented PeopleSoft Global Payroll 9.0 India Extension & Absence Management modules

The Client

South Asia's premier courier and integrated express package distribution company. The client reaches out to more than 220 countries and territories worldwide

Case Summary

- Implemented PeopleSoft Global Payroll 9.0 India Extension.
- Absence Management & TAM
- XML Publisher for reporting
- Minimum customizations
- Achieved 90% accuracy in the first complete test run
- Creation of consolidated reports



CASE STUDY

Implemented PeopleSoft Global Payroll 8.9 UK Extension

The Client

UK's leading long term savings and investments company headquartered in Edinburgh, and operating internationally. It provides life assurance and pensions, investment management and healthcare insurance products to over 6.5 million customers worldwide.

Case Summary

- Implemented PeopleSoft Global Payroll 8.9 UK Extension to replace legacy payroll application for processing 8500 employees' payroll
- Less than 1% data conflict in final data reconciliation
- Developed online pay slips and bolt on self-service transactions for Global Payroll
- Consolidated 250 legacy reports into 50 reports in PeopleSoft

Banking & Financial Services; Insurance; Energy & Petrochemicals; Manufacturing (Consumer Packaged Goods/ Retail, High-tech, Industrial Products, Automotive) and Product Engineering Services (Telecom). Our new emerging verticals include Media & Entertainment and Life Sciences & Healthcare. We also deliver business solutions to our clients in the following horizontals/Service Lines: SAP, Oracle, Infrastructure Management Services, Testing, Consulting and Business Process Services. Our other Service offerings are: Business Analytics, Legacy Modernization, Applications Outsourcing, Architecture Consulting, PLM and Service Oriented Architecture