

A K-12 School in the US

Client Spotlight

Duration of the Project

1 year
(Dec-2009 to Dec 2010)
March 2012 –
Ongoing project

Team Size:

05

An Overview:

Client was running an Oracle E-Business Suite ERP system as their primary back-office support system. This system was responsible for supporting and managing all their Financials activities (such as procurement, accounts payables, public sector accounting, etc.) and was also their primary HRMS and Payroll system.

All employees within the School district that includes administrative, teaching and other support staff were a part of this system and moreover received their payroll and other benefits through this system. Also, the client was running a number of other systems on different platforms (including Windows & Mac) for reporting and supporting their teaching staff in their duties.

Initially, end-users (all employees within firm) had different user names and passwords for accessing different applications and also for accessing the client's network and their email. In preparation for implementing self-service functionality for its employees (including pay slips retrieval, leave management, etc.), the client undertook an ambitious project to integrate all of these different applications under a unified security infrastructure along with Release upgrade to 12.13. Their current EBS release (11i) was de-supported by Oracle and to reduce the risk the client also planned to upgrade release to 12.1.1.

This unified security infrastructure would include the implementation of a methodology to enable single sign-on within all the different applications and also for the maintenance of a single user name and password across the entire enterprise.

Business Requirements and Challenges:

- Automate user management across different repositories
- Implement rules and policies that would automatically enable role-based access to different applications
- Implement Single Sign-on capabilities for all applications
- Automatically assign user ids and default passwords for all new employees as soon as they are "hired" within Oracle HRMS.
- Enable Self-Service access to applications across the entire school district over the internet to allow employees to view their pay slips online and also to perform other self-service functions
- Allow external candidates to the iRecruitment module of EBS. This module enables the client to post job vacancies online, allow candidates to apply for jobs and post their resumes via the client's website and also enables the client to track their entire hiring process. This iRecruitment module also needed to be secured and made part of the unified security infrastructure.
- Oracle EBS 11i need to be upgraded to the latest EBS Release (12.1.3)
- Evergreen Formscape Application to be replaced with an Out of the box BI Publisher Solution
- Benefit Providers Integration with Oracle EBS



A K-12 School in the US (Contd...)

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Solution: Oracle EBS Release Upgrade from 11i to R12 and IDM

Our Team helped the client in:

- Pre-Upgrade Functional and Technical Assessment
- EBS Upgrade to 12.1.3
- Oracle Identity Management Implementation
- Automatic User, Email Account generation on employee hiring
- Synchronization of IDM with Active Directory
- Password and Security Management
- Forms cape Solution Replaced with BI Publisher based Document Layouts
- DMZ Setup
- Benefit Providers Integration
- Core User Training
- User Acceptance Test

HIPL Value Addition for Client benefit:

- Helped the client identify upgrade risks with pre-upgrade assessment
- Made the client familiar with R12's new features and processes
- Automatic User Generation, Email Generation on Employee Hiring
- Synchronization of Employee Record, Active Directory and Email Accounts
- Single Unified Architecture to handle multiple platform of IDM, AD and EBS
- Protected Environment with DMZ Architecture
- Secure Password Management

