

# HRCharter Enterprise Edition

## for PeopleSoft 8



## enterprise edition



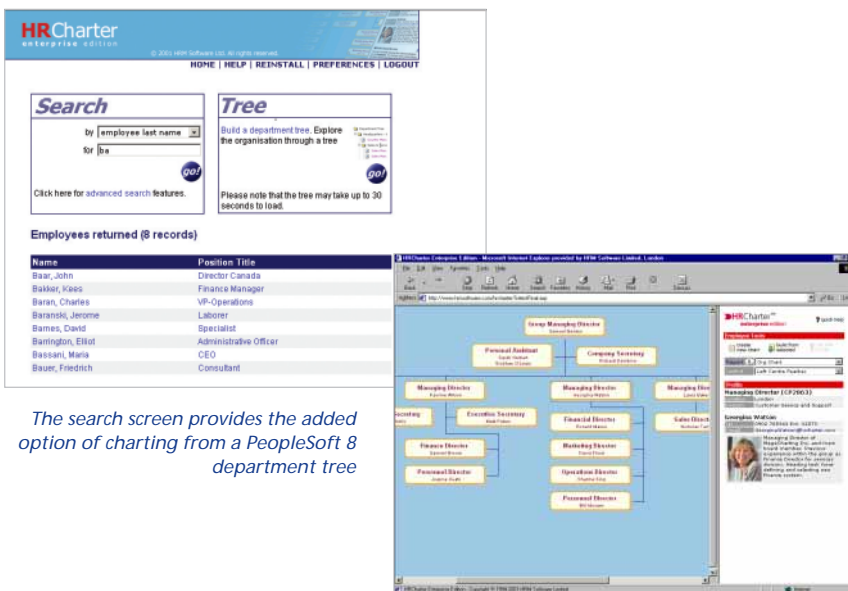
### Dynamically publish information-rich organization charts from PeopleSoft 8 HRMS

HRCharter Enterprise Edition is a powerful web-native application that dynamically builds organization charts and corporate directories from data held in PeopleSoft HRMS, improving communication and understanding enterprise-wide.

More than just a charting solution, HRCharter makes it easier to review and maintain the reporting relationship hierarchies that underpin many e-HR processes. With advanced modeling and data mapping functionality, HRCharter is also a valuable tool for HR planning and organization design.

#### Key features

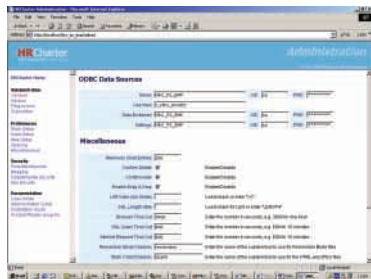
- PeopleSoft-certified interface to PeopleSoft 8
- Uses PeopleSoft 8's XML-based Application Messaging capability to provide near-real-time organization charts
- Charts can display basic information such as employee names, job titles and contact details, or they can present a broader range of related data drawn from multiple tables (such as skills, next planned positions, succession candidates, etc.)
- Powerful box editor allows administrators to design chart box styles and content
- Roles-based user interface
- Integrates with PeopleSoft 8 security, allowing access to charting data to be controlled at both row and column levels, based on user roles and permissions
- Creates charts based on position, employee or departmental reporting relationships (and works with or without position control)
- Automation interface (driven by charting "events" such as drag and drop) offers opportunity for dynamic write back of data to PeopleSoft 8 for hierarchy management and data maintenance
- Optional browser component provides additional functionality for power users



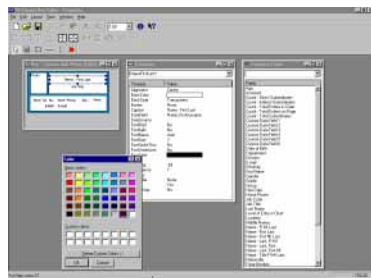
The search screen provides the added option of charting from a PeopleSoft 8 department tree

Chart content and design is defined by the system administrator

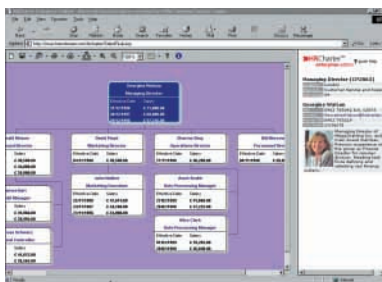
# HRCharter - more than just an organization charting system



Security, administration and user settings can be easily configured



A powerful box editor allows administrators to design box styles and content



Selected users can be given secure access to more sensitive information, such as salary history

## Integration overview

Using the "publish and subscribe" capabilities of PeopleSoft 8's XML-based Application Messaging, HRCharter subscribes to (or "listens" for) messages about data changes in PeopleSoft 8 and simultaneously writes the data into staging tables that are optimized for charting purposes. Initially a full-sync is activated to perform a mass publish of data into the staging tables; thereafter tables are updated incrementally in near real-time.

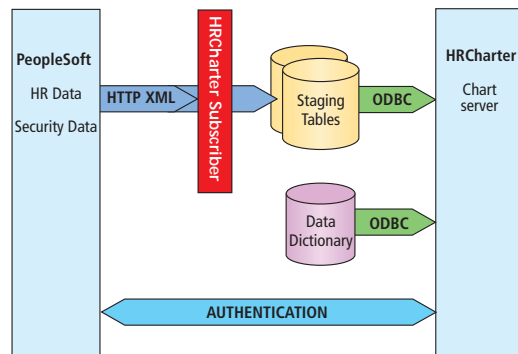
The staging tables can contain both unsecured data, such as name and telephone number, and secured data for use by managers and power users. Access to the sensitive data can be controlled according to security privileges, which are based on the user roles and permissions set up in PeopleSoft 8.

When a user requests a chart, HRCharter queries the staging tables and builds the chart dynamically. Charting data is sent to the browser via HTTP as a standard HTML page using VML, or embedded JPEG/PNG images (depending on the browser) or in HRCharter's own format if the optional browser component is being used.

## Roles-based security

HRCharter Enterprise uses the PeopleSoft security infrastructure to control access to data at both row and column levels. It does this by:

- mapping PeopleSoft roles to a simplified set of HRCharter roles
- assigning boxes (which define access to the data fields) to each role
- using PeopleSoft permission lists to define which branch(es) of the organization can be charted by a user depending on his/her role.



PeopleSoft 8 to HRCharter data flow

## For example:

- A manager can build a chart displaying salaries, but only for him/herself and his/her direct and indirect reports
- An HR specialist can build charts displaying data on employee performance, readiness and potential, but only from two specified entries in the PeopleSoft department tree, as defined in the PeopleSoft permission lists.

## Typical System Requirements

### Server

Microsoft® Windows NT® 4.0 Server (Service Pack 4 required, Service Pack 6a recommended) or Windows 2000 Server.  
Internet Information Server 4.0 or 5.0 (for application server)  
Microsoft SQL Server 7.0 (Service Pack 3 required) or 2000 (for staging database server), MDAC 2.606526.3  
PC server with Pentium III (or higher) processor, 256 MB RAM minimum, 512MB+ recommended, depending on scale of implementation, 1GB hard disk space minimum (depending upon staging database size and quantity and size of temporary storage space required for image files)

### Client

Internet Explorer 4.x, 5.x, 6.x Netscape Navigator 4.7, 6.2

*Note: As with all enterprise applications, system requirements need to be assessed individually, based on the likely usage profile and operating conditions. We recommend that HRCharter is installed on a dedicated application server, which preferably should be a separate machine from the server which holds the staging databases. For large-scale implementations, multiple application servers may be required*

**HRM** software

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