

第五届人力资源共享服务中心年会

2016.12.8 上海



人际网络



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*行业资讯一手掌握



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人力资源信息系统整合与管理

Mars GE
HRIS Section Manager
Schneider Electric China

内容概要

- > 关于施耐德电气
- > 施耐德电气HR信息系统现状
- > 主系统更换的迁移
- > 并购企业的系统整合

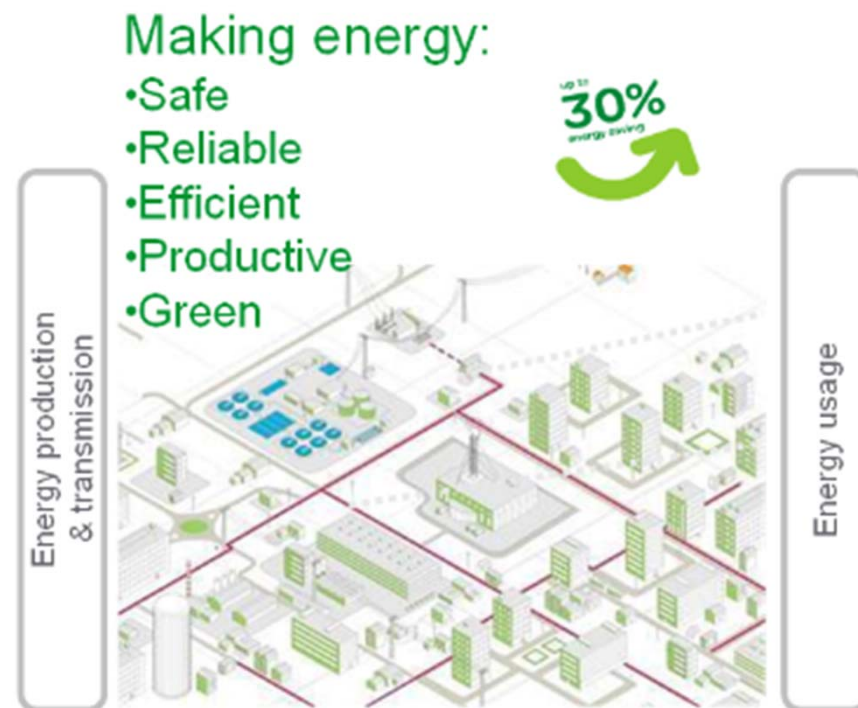
施耐德电气

270亿欧元营业额（2015财年）

16万多员工，100多个国家和地区

5% 营业额用于研发投入

180年 创新历史，领导品牌



施耐德电气是**全球能效管理和自动化领域的专家**，致力于为客户提供安全、可靠、高效、经济以及环保的能源和过程管理。集团2015财年销售额为270亿欧元，在全球100多个国家拥有16万名员工。从最简单的开关产品到复杂的运营系统，我们的技术、软件和服务帮助客户管理和优化运营，通过互联互通的科技助力产业优化，改善城市生态，丰富人们的生活。

在施耐德电气, 我们称之为: **Life Is On.**

Schneider Is On

我们的十三五计划



DO MORE

Create more opportunities for our customers and for ourselves

DIGITIZE

Digitize for our customers, for efficiency and simplicity

INNOVATE

Surprise our customers with innovation, to make their lives simpler and better

STEP UP

Our customers get great service because great people work at Schneider

SIMPLIFY

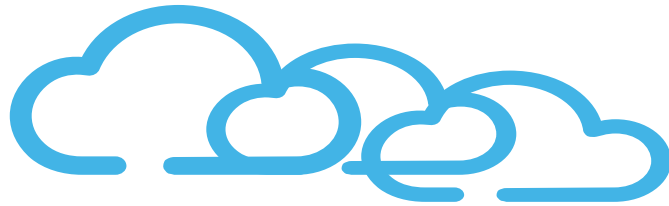
Simplifying our work makes the difference to customers

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四年三朵云

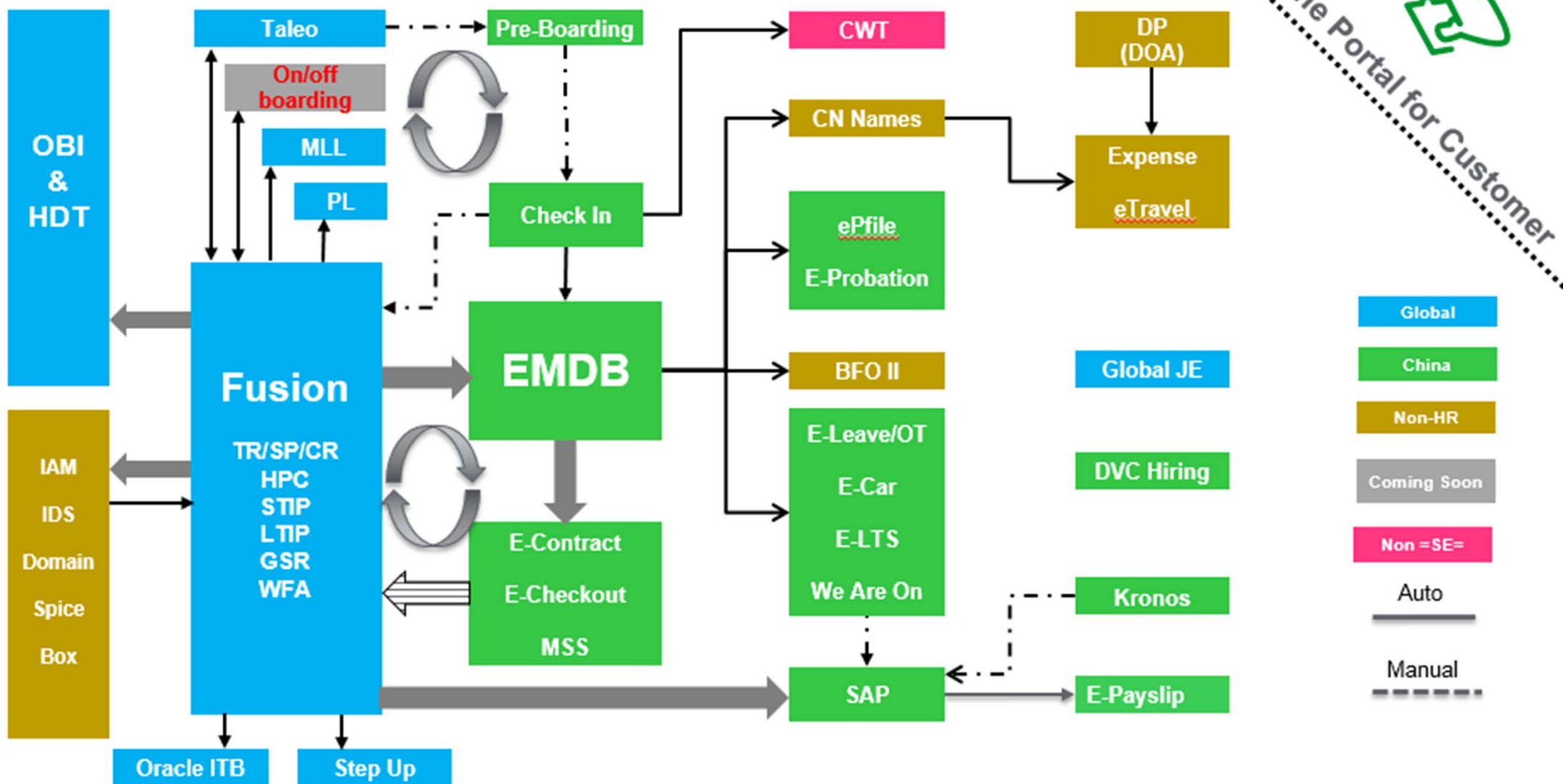
The HR Digitization journey in SE began **4 years ago**, with 3 Global HR Systems Deployment on



Globally, we have deployed...

- ☐ Core HR , Talent Management & Rewards processes are deployed on Oracle Fusion (54 Months Deployment)
- ☐ Talent Acquisition is on Oracle Taleo (18 Months Deployment)
- ☐ Learning Management is on Cornerstone (12 Months Deployment)

System Landscape – before escape Notes



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Peoplesoft >> Fusion 主系统切换历程



PeopleSoft + Fusion

Full Fusion HCM

2012/2013

2014

2015

2016

Performance Management

Talent Management

Workforce Administration

Rewards

Goal Management

R9

Payroll Integration

HR Analytics

R7/R8

Rewards
15 Countries

R11

R10

Scope : All countries, 160 000 EE's

9 Languages : English, Spanish, French, German, Portuguese, Russian, Korean , Chinese, Japanese

Peoplesoft >> Fusion 主系统切换历程



2012

Project's:

4 months project to deploy globally Performance Review on R5 , with Fusion interfaced with PeopleSoft

绩效管理

员工停止使用 Peoplesoft

切换难点:

- 双系统并存 模块间/国家间
- 数据 迁移-清理-再迁移 迭代
- 接口 旧瓶装新酒/新瓶新酒
- 混合云 性能调优
- 沟通 培训/热线/知识库

2013

HR Campaigns:

Performance Review on R7

Project's:

Decision to continue and to deploy all Talent Management Modules on R8

版本升级稳定

2014

HR Campaigns:

Full Talent management campaigns on R8
Performance Review
Goals Management
Competency Review
Succession Planning
Talent Review

Project's:

Work on Core HR Deployment, Payroll interfaces , Rewards Deployment , Salary Review, STIP and LTIP

人才管理
CoreHR启动

2015

HR Campaigns:

1. Talent Management Campaign on R9
2. Salary Review campaign for 2 Pilots France entity and Gulf Countries
3. Pilot deployment for Core HR , France entity, Gulf countries and India
4. Stop PeopleSoft and Full deployment on Fusion core HR only in December

Project's:

Data migration and complete CoreHR deployment , pilot SR, payroll interfaces, R10 upgrade

全面上线

2016

HR Campaigns:

1. Performance Review and Goals Management on R10 + STIP + LTIP
2. Salary Review for 15 countries R10
3. Talent Review on R11

Project's:

1. Finalize deployment of SR
2. R11 upgrade
3. WFA MSS
4. Payroll interfaces
5. HR Analytics

扫尾工作

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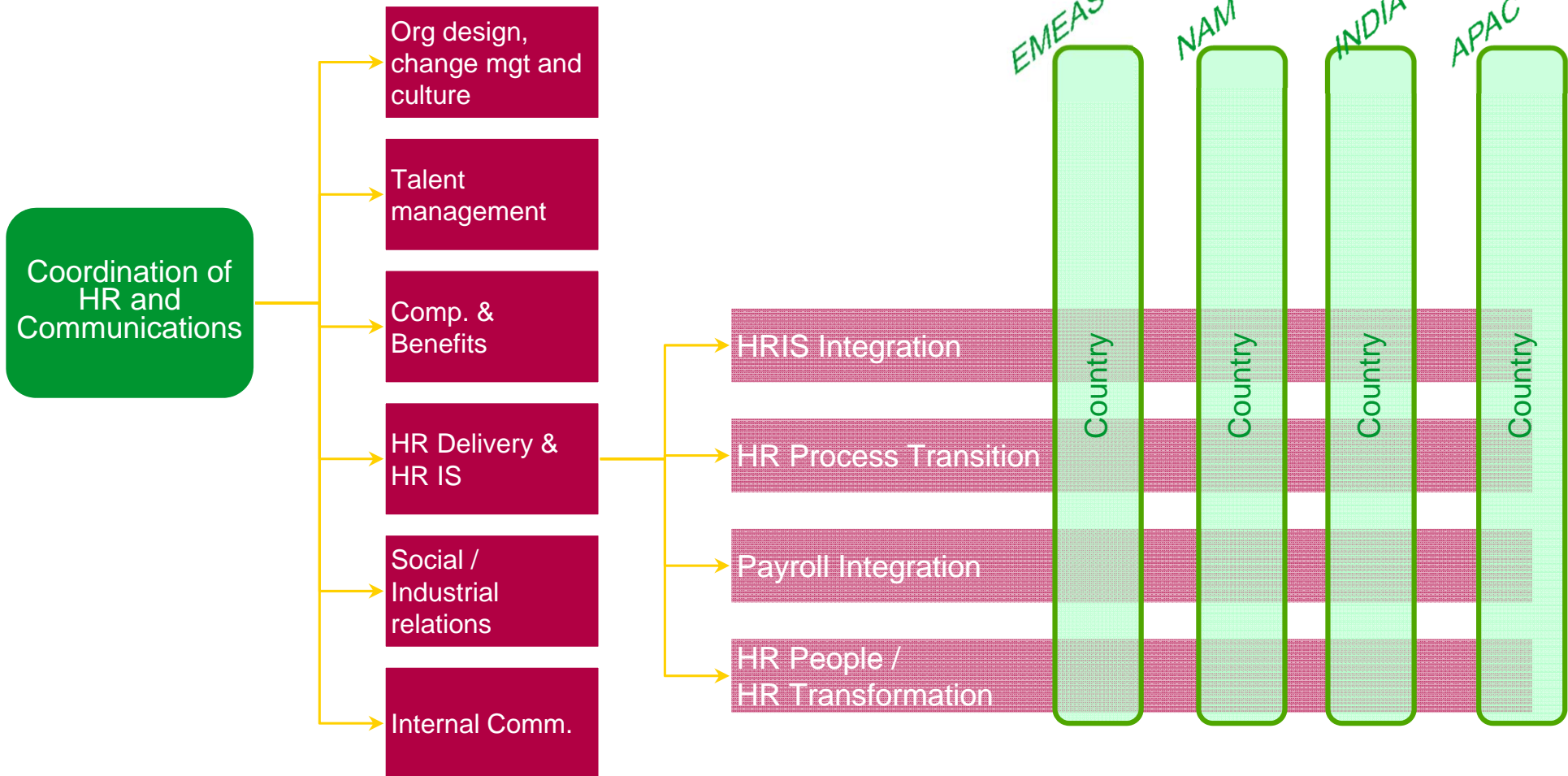
Project Team Setup

DOMAINS

STREAMS

SUB STREAMS

REGIONS / COUNTRIES



Sample - Areva

- ❑ **Project team setup**
- ❑ **Gap analysis**
 - mandatory fields (data mapping, ..) – Biz rules -
- ❑ **Short term expectations**
 - e-performance, career review, people review
- ❑ **Long term expectations**
 - historical data, Compensation process..
- ❑ **Project strategy**
 - ❑- temporary interface to meet Business short term expectations
 - ❑- temporary run Artemis & BHR
 - ❑- move to BHR employee master data
- ❑ **HR data life cycle maintenance process and R&R**
- ❑ **Payroll move project**
- ❑ **employee master data pre-requisites**

Life Is On



Schneider
Electric