HUMAN CAPITAL MANAGEMENT
TRANSFORMATION

Why Transform?
Today, the majority of organizational management, recruitment, onboarding and employee data management business processes are paper-based and require manual entry. Purdue’s organizational structure is not accurately reflected in our system, and as a result, work and approval flows take place outside our core system. Multiple, complex pay processes have led to 52 unscheduled pay cycles in addition to the 50 that are regularly scheduled.

It’s time to rebuild the core human resources structure in an integrated manner to provide automated work and approval flows as well as support for recruiting, onboarding, compensation, career path mapping and performance management.

Transforming the way we do business.

**Simplify:**
- Merit planning processes are integrated with performance and goals.
- Redesigned summer payroll processes eliminates complicated calculator.
- User-friendly interface provides employees with an easy to navigate unified location for their personal employee data.

**Streamline:**
- An integrated, paperless system allows employee information to easily flow through an employee’s life cycle from new hire to retiree.
- One recruiting source that captures new hire data for easy onboarding processes.
- One payroll system and process.

**Organize:**
- Job family structure provides career paths and simplified job classifications.
- Implementation of standard terms, definitions and elements across the board will create better reporting and consistent data.

**Automate:**
- Integrated system decreases need to capture data on paper.
- Notifications and robust reporting provide decision-making information.
- Automated payroll process decreases errors and increases the time available to submit changes.

Understanding new processes and mastering new technology takes patience, understanding and time. We are here to help you transform the way you do business.