

PeopleSoft Enterprise Learning Management 9.0

Implementation at a large Bank

Business Challenge:

The Bank offers varied and frequent training to its employees in order to fulfill their job functions. Many of them are class room/ instructor led trainings that are carried out in specific Staff colleges exclusively used for this purpose.

The scheduling, management and co-ordination of such training involves a lot of resources- people, time and money. The challenge was find an optimal solution that would enable employees to sign up for online courses,

Solution:

PeopleSoft Enterprise Learning Management is a product from the PeopleSoft HCM suite that enables you to provide an online learning environment, create and manage the Learning catalog, managing the learner groups and the learning resources.

Configuration and Setup:

Configuration of the Learning Environment, the Learning Catalog- Courses offered to the employees and Learner Groups

Data Sync with HR

All the learners in ELM are employees whose details already exist in the HRMS database. ELM does not provide any means to setup employee data again since it's a redundant task. Hence, Enterprise Integration Points (EIPs) are enabled to sync employee personal and Job data from HR. Also User profiles that exist in HR are synced into ELM periodically.

Content Upload:

The content for the online courses need to be designed and uploaded in SCORM compliant format. This format enables the tracking of course completion progress, test results etc.

Benefits:

The implementation of the Enterprise Learning Management module provides the capability to allow employees to apply, attend and certify through online learning.