

# HRCharter Enterprise for PeopleSoft

PeopleSoft 8 certified software integration.

Analyze and model organization hierarchies.

Graphically portray HR and talent management data.

HRCharter, developed by HRM Software in conjunction with US-based partner, HRSoft, is the premier organization charting and modeling software solution for PeopleSoft 8 HRMS.

#### HRM Software Limited

HRM Software pioneered systems to support HR almost two decades ago. With a client base that encompasses many of the U.K. FTSE 100 and U.S. Fortune 1000 corporations, HRM Software and HRSoft offer comprehensive talent management software solutions for organizational charting, succession planning, leadership development, and competency management.

#### HRCharter Overview

HRCharter automates the presentation of organization charts, supports HR planning and organization design, and facilitates analysis and updating of reporting relationship hierarchies. Accurate reporting relationships benefit downstream business processes, such as workflow approval, 360-degree feedback, and manager self-service applications. Organizations can use an optional browser plug-in component to support high quality printing and additional functions for power users. Key features include:

- Web-native software.
- Ability to display a broad range of PeopleSoft HRMS data within charts, according to user roles and permissions.
- Integration with PeopleSoft security.

#### Integration Overview

Using the “publish and subscribe” capabilities of PeopleSoft 8 Application Messaging, HRCharter publishes selected data from the PeopleSoft HRMS database to staging tables. It initially activates a “full sync” to perform a mass upload of data into the staging tables. As data changes occur in PeopleSoft, the system publishes and delivers incremental transactions to the staging tables, which are updated in near real time.

The staging tables may be held anywhere convenient and are accessed by HRCharter via ODBC when generating charts. Users can base charts on various types of hierarchies including department to department, employee to employee, position to position, and other relationships.

#### Security and Roles

There are presently five role-based levels of access to HRCharter. Employee Self-Service users can see information of a non-sensitive nature across the organization. Manager Self-Service (two types), HR Specialists and System Administrators can see additional data for selected branches of the organization according to their permissions.

The system synchronizes user names in the staging table database with the list of users in PeopleSoft and performs authentication through a component interface. Users have only one set of user names and passwords for both PeopleSoft and HRCharter. PeopleSoft Application Messaging publishes the user roles and permission lists held in PeopleSoft 8 to the staging

tables. These are mapped to the HRCharter roles and permissions, which determine data security for charting.

### Availability

In Europe and Australasia, contact HRM Software, Ltd. at +44 20 7963 6200 or email [info@hrmsoftware.com](mailto:info@hrmsoftware.com).

In North America, contact HRSoft, LLC at 1 800 437 6781 or email [info@hrsoft.com](mailto:info@hrsoft.com).

### Support

In Europe and Australasia, contact HRM Software, Ltd. at +44 20 7963 6222 or email [support@hrmsoftware.com](mailto:support@hrmsoftware.com).

In North America, contact HRSoft, LLC at 1 800 247 0077 or email [support@hrsoft.com](mailto:support@hrsoft.com).

### Certification Environment

**Hardware for HRCharter database and application servers:** Intel Pentium III Server PCs running at 833 MHz, with 512MB memory, and 9GB hard disk.

**PeopleSoft platform:** HRMS 8SP1, PeopleTools 8.13

**Operating system and database environment:** Microsoft Windows NT 4 Server running SQL Server version 7.0

Microsoft XML Parser version 3.

### PeopleSoft Certified Software Integrations

When PeopleSoft conducts certification testing, we verify only that the software integration functions according to the partner's test plan, and that it makes appropriate use of PeopleSoft components and integration technologies in the environment specified in the published Certification Datasheet. Certification applies only to the components providing integration between the partner's software and PeopleSoft software; it does not apply to or extend to the partner's software product(s). Certification is performed in a lab environment using uncustomized versions of PeopleSoft and the partner's software. Certification testing is product version specific, hardware specific, database specific, and operating system specific, and is conducted in English, unless explicitly noted otherwise. Similar results may not be able to be duplicated in a production environment, including where the PeopleSoft or partner software is modified or customized upon implementation. Customers are solely responsible for the selection of all third-party software, including any integration software, used in conjunction with PeopleSoft software and for the results of such use. For the functional and environmental details on a certified integration, refer to the partner's Certification Datasheet, found in the Alliances section of the PeopleSoft web site at [www.peoplesoft.com](http://www.peoplesoft.com).

PeopleSoft.

HRM software

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certified  
AppConnect Version 8

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