The project in brief

Work is under way to implement an advanced HR/Payroll system. The new system will replace our outdated administrative systems – giving us functionality that better meets our business needs and is more effective at supporting a major top-tier University over the long term.

This will be a comprehensive system that covers Human Resources, Payroll, Benefits, Time and Labor, Absence Management, and associated Self-Service for employees and managers.

The project is led by an Executive Steering Committee, with a Project Leadership Team overseeing project management and system implementation. The Project Team includes University staff working in tandem with functional, technical, and change management professionals from IBM.

Project phases

Implementation will unfold in two phases:

Phase 1 - Target Go-Live April 2019
HR, Payroll, Benefits, and associated Self-Service functions

Phase 2 - Target Go-Live TBD
Time and Labor, Absence Management, and associated Self-Service functions

Managing change

The PeopleSoft “product” is technical in nature, but the nontechnical aspects of change are crucial to the success of this effort. The project includes a Change Management Team that is focused on making the transition as smooth as possible – through outreach, engagement, ongoing communication, training, and support.

Campus outreach

Members of the team will visit with the campuses multiple times as the project unfolds – to get input from campus leaders and staff, provide updates, and answer questions. A strong partnership across the University system will benefit everyone.

Changes to processes

Implementation will require changes to some processes, ranging from minor refinements to bigger redesign. These changes will be experienced in different ways based on an employee’s job role. Good training and support, along with improved processes, will enhance efficiency and effectiveness. The aim is to have processes that are simpler, faster, and better – with less paper, less rework, and more time made available for other value-adding work.

Key benefits

This implementation will strengthen the connections between systems. PeopleAdmin, PeopleSoft Finance, and other solutions will integrate with PeopleSoft HR/Payroll, ensuring smoother communications that automatically occur “under the hood.”

In addition, PeopleSoft HR/Payroll will offer employee and manager self-service. Employees will be able to request electronic W-2s, set up multiple direct deposits, update personal information, and much more – all in one online location. Managers will have access to comprehensive information about direct reports – and the ability to manage a full range of job actions.

The new system will even provide greater identity protection, because the USC ID (not SSN) will serve as the primary identifier.

Project Website: sc.edu/hrpayrollproject