

New Jersey Housing & Mortgage Finance Agency: A Client Success Story

The NJHMFA sought a partner to assist in the upgrade of the Agency's Oracle HRMS system, specifically the Agency's Oracle HR, Time Management, Advanced Benefits and Training Administration modules.

The onus of achieving all promised efficiencies and ensuring the integrity of all new functionality fell to AST as the Agency's sole partner and integrator. Challenged to meet an aggressive project timeline, AST's consulting services benefited all of the Agency's employees.

The planned rollout of OTL and Self-Service HR allowed on-line entry and viewing of personal information, reducing the need for employees to interact with the HR staff. Expansion of the reporting capabilities benefited the HR and Executive staff by allowing them to make more timely and accurate analysis of the existing HRMS Database. Implementation of HR Intelligence helped to substantially reduce the development time of in-house written reports. For vacation request and accrual, AST used standard "Fast Formula" and Workflow tools to create an equal and opposite earnings transaction when vacation requests are approved, crediting to vacation hours an amount equal to the hours decremented by the vacation request. The advantage of this solution is in the simplicity of its design: tight integration and use of standard/approved custom extension techniques with the E-Business suite in general, and self-service modules in particular.

Following the project, AST conducted on-site training, employing an interactive training program. The customized program included a training database that contained real-life examples, requisite master data and business transactions that allowed students to complete course exercises and have their performance evaluated and repeated.

Our Oracle E-Business Suite Applications consulting experience in providing planning, assessment, migration, implementation, training and support services makes AST Corporation is the systems integrator of choice for Public Sector organizations.



New Jersey Housing & Mortgage Finance Agency

Provides funding for affordable home ownership and housing opportunity for first-time home buyers and New Jersey residents. Promotes construction and rehabilitation of rental housing, and advances the development of neighborhoods for older adults, the disabled, and people with special housing needs.

Oracle Applications

- Human Resources
- Self-Service Human Resources
- Payroll
- Time & Labor
- Advanced Benefits
- Human Resources Intelligence

Solutions & Improvements

- Updated OTM to OTL with Employee Self-Service
- Updated year-end processes and accrual plans, and reconfiguration of accrual plans to correct year-end roll-over issues
- Implementation of Self Service Human Resources
- Development of customized reports
- Implementation of HR Intelligence to expand the number of reports available to Human Resources and HR Executive staff
- Movement from manual vacation request to on-line availability



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