

## FEATURES



**IHRIM.link** Linking the World of Human Resource Information Management

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*IHRIM.link* (ISSN 1089-991X, USPS 011-209) is published bi-monthly for the International Association for Human Resource Information Management by Futura Publishing LLC, 6205 Bull Creek Road, Austin, TX 78757. Subscription price is US\$60 per year; US\$20 for IHRIM members. Single copies are US\$10 for non-members. Periodicals Postage Paid Austin, TX and additional mailing offices. POSTMASTER: Send address changes to IHRIM.link, 6205 Bull Creek Road, Austin, TX 78757. Printed in U.S.A.

## 5 Delivering Project Excellence in a Global Setting

By Cory Scott, Corning Incorporated

In 2004, Corning's HRIM organization was tasked with bringing all Corning global locations into one HRMS system. Their corporate PeopleSoft system was to become the "database of record" for all basic employee information. They upgraded the HRMS, data warehouse, decision cube tool; introduced PeopleSoft's new recruiting tools, as well as a global portal, in one global go-live.

## 8 Seven Factors that Can Make or Break Your Global Implementation

By Peter DeVries and Jonathan Grafft, The Newman Group

The seven factors in this article represent the most important ingredients to the success of a global implementation. More importantly, they represent potential stumbling blocks for companies that ignore them or underestimate their influence on implementation success. By carefully considering each of these areas early in the planning process, companies can dramatically improve the focus of their strategies, measure success, and better prepare themselves to adjust to changing conditions as they arise.

## 11 HR-XML and the EPM Workgroup Connecting Systems that Connect People

By Dawn MacKay, Halogen Software

The HR-XML's EPM work group shrinks barriers between employees and offices by performing a number of key functions to make performance management work with existing systems. In looking to implement any new EPM or HR system, IT should work closely with HR to ensure that vendors have demonstrated capabilities with HR-XML, Web services and/or HR-XML Certification.

## 14 HR Tasks Critical to a Firm's Disaster Recovery

By Ann Angelheart

Having a number of strategies for employee assistance following a disaster is essential. Though many firms do not realize it, the efforts of the HR department are crucial not only in helping affected employees restore their sense of security and stability, but they also directly influence the speed of the firm's recovery. It is essential that firms realize that assisting employees in the aftermath of a disaster facilitates their recovery and, ultimately, the firm's recovery.

## 17 Realizing the ROI of a Global Compensation Management Solution that Addresses the Needs of a Growing Expatriate Workforce

By Thomas Shelton, HRToolbox, Inc.

The emergence and proliferation of information technology has dramatically accelerated globalization, and has caused an untold number of organizations significant growing pains. It's only fairly recently that this very technology has been adapted to address the challenges it was so instrumental in bringing about. The solution described in this article answers one of the most vexing of these challenges — how to manage and administer complex and varying compensation systems for expats.

# departments

Alexia (Lexy) Martin, CedarCrestone  
Departments Editor

## Up.link 3

David Moore  
Guest Editor

## In My Opinion 24

*The Tale of Two Confidences: HR versus C-suite*  
By Theresa M. Welbourne, Ph.D., eePulse, Inc. and  
University of Michigan

## Function Focus 28

*Tips for Implementing Global Compensation*  
By Alex Drexel, Oracle

## Private Eye 30

*Trends in the Global Privacy Environment*  
By Christine Ravago, Ernst & Young

## Inner Circle 32

*Global PeopleSoft HR Helpdesk Rollout in Hewlett Packard*  
By Christian Foerg, Hewlett-Packard

## Mixed Bag: Aligning & Managing HR Service Delivery 36

*To Standardize or Localize: Overcoming the dichotomy of  
standardization vs. localization to deploy common platforms  
for HRIS and payroll in a global arena*  
By Michael K. Smith, ADP

## Solutions for 10K or Less 38

*Transacting Across Borders: Using ODS and Data Warehouses  
to Leverage International Data*  
By Steven Secora, Kerry Americas

## Talking With 40

*Synco Jonkeren*  
SAP

## Tech Notes 43

*Single Instance vs. Multiple Instances of an ERP*  
By Nov Omana, Collective HR Solutions, LLC

## The Back Page 44

*Who's that Masked HRMS?*  
By Elliott Witkin, Ultimate Software



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