Case Study:
Public Universities of Andalusia

PeopleNet 7 – Public Sector

THE ANDALUSIAN PUBLIC UNIVERSITIES SELECT META4 FOR HUMAN CAPITAL MANGEMENT

THE PUBLIC UNIVERSITIES

The public universities of Andalusia form part of the higher education network in the autonomous community which consists of ten centres located within all Andalusian provinces. These are managed by the Council for Innovation, Science and Business in the Junta of Andalusia (Consejería de Innovación, Ciencia y Empresa de la Junta de Andalucía). Currently more than 9,000 employees of the public universities will use the system rolled out by Meta4.

BACKGROUND

After publishing the Public Employment Act (Estatuto Básico del Empleado Público), no administration can function properly without the right strategy for managing their personnel nor the means for executing it. The public universities of Andalusia: Almeria, Cadiz, Cordoba, Granada, Huelva, Jaen, Malaga, Seville, University of Pablo de Olavide and the International University of Andalusia (the last three are located in

Seville), are all well aware of the needs for efficient management in order to execute each one of the required pieces of the system, such as performance assessment, recruitment processes, filling vacancies, promotions, training and so on.

A while ago, the public universities of Andalusia started to evaluate the upgrade of their turnkey Human and Intellectual Capital system in the light of the new Public Employment Act (Spanish decree 7/2007 of 12th April), in particular with reference to new clauses: performance by objectives, competencies or horizontal career development. The universities were going to have to adopt tools to allow them to manage the increasingly detailed and broadened information on the current scenario, development and problems in HR management.

Access to this information in an orderly and proper way, was the basis for developing the right workforce strategy for improving the criteria and management instruments, particularly for the development of complete strategic planning. Until then, the public universities of Andalusia only had partial solutions,

that was why a project was set in motion to cover the needs from HR departments for the ones that did not have sufficient coverage for performance assessment, competencies, training and recruitment (public career openings, merit-based entry and jobsite). Its worth mentioning that some of them went further, choosing a full turnkey development of the IT applications for HR planning and management including payroll, as was the case for the University of Cordoba.

For José Manuel López Gómez, the HR Director at the University of Seville and the coordinator for the steering committee of the public universities of Andalusia, "the goal we set out to achieve was to have a solution in place in the first half of 2008 to cover the requirements for competencies management and performance management as set out in the aforementioned Act."

SYSTEM REQUIREMENTS

The new system had to comply with a set of requirements, in addition to others, such as: to be a solution of the future, both in terms of technological and functional evolutions; provide the public universities of Andalusia and their HR managers the best instruments and tools for HR planning, offer the flexibility and autonomy required by universities, and facilitate the roll out of mechanisms for optimizing staffing volumes and distributions. In order to be able to select the provider, an internal steering committee was set up with representatives from all universities participating in the project.

These defined the technical demands and requirements that the chosen solution had to meet. After establishing the functional and technical criteria, solutions from different providers were evaluated. The one most suited to the university environment and best adapted to these requirements was PeopleNet7 from Meta4.

THE META4 PROPOSAL

"The Meta4 solution offered the best cost-benefit value, as it is an agile and flexible solution that is fast to implement. Additionally, the company provides all the application development tools. This gives us greater autonomy for evolving and maintaining the platform in the future," stated José Manuel López.

The project delivers fast deployment. A first analysis was made of all the common needs of the ten universities. The first university (University of Seville) to be fully implemented would be done within three months. For the remaining nine institutions, a roll out plan was set out where all would have a properly implemented and operational solution within a maximum of five months.

THE PHASED PROJECT

The first phase of the project involved the implementation of the Competencies Management, Performance Management and Training modules, including the employee portal, integrating each module to allow employees and managers to decentralize tasks done by the HR department such as: sign up for courses, access and modify personal details, etc...In a second phase, the rest of the modules forming part of the platform: public career openings, jobsite, merit-based entry…. The modular nature of the system makes it easier to implement in phases as all modules are seamlessly integrated.

In a later stage of the project, some universities have plans for evolving the system to include the Meta4 solution for Payroll, Labour Risk Management and Public Administration Benefits modules, among others. In this context, the university of Cordoba and already taken this step by acquiring the complete Meta4 solution with all modules.

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This was set up as in-house, using the systems that the universities already had in place. It was not necessary to acquire additional hardware or software. Additionally the entire web platform operates on open software, a very important criteria for the universities. PeopleNet4 is capable of integrating with other existing tools already used by the universities, such as payroll. The main systems requirement the public universities of Andalusia defined for implementing PeopleNet7 was that it had to run on Oracle, the platform used by all universities.

• The Meta4 PeopleNet7 solution was the platform for HR management selected by the public universities of Andalusia, supported financially by the Council for Innovation, Science and Business of the Junta of Andalusia

• The universities of Almeria, Cadiz, Cordoba, Granada, Huelva, Jaen, Malaga, Seville, the University of Pablo de Olavide and the International University of Andalusia manage a human capital of more than 9,000 professionals with PeopleNet7.

• With the roll out of Meta4 PeopleNet7, competencies management is more smoothly handled. The main purpose of the final system for the public universities of Andalusia is to cover all aspects such as performance management by objectives and competencies management, as well as to carry out HR management in areas of importance such as training, public career 0oenings, merit-based entry and jobsite.