Implementing a Human Resources Information System

for Good Earth's IT upgrade

Andy Davis, Oct 2022 Session

Presentation Outline

◈ What are we implementing?

◈ A little about Workday

◈ How are we implementing Workday?

◈ Waterfall Methodology

◈ Agile Methodology

◈ Why SCRUM works for GE

◈ Summary

◈ Resources

What are we implementing?

- New HR system to support the growing company

- Choice of system: Workday

- What is Workday?

  - Software as a Service (Saas)

    - Already built software we do not need to create from scratch

  - Cloud based

  - Third-party

    - Concerns about using a third-party system will be discussed later

A little about Workday

◈ HR and Finance applications built into one

◈ Extensible, configurable, adaptable

  ◈ We choose what we what to get out of it

◈ Web and mobile friendly

◈ They handle the upgrades to the system

◈ They handle the security

  ◈ Will discuss security concerns later

◈ (Workday, 2019)

How are we implementing Workday?

Overview

- ◈ Different implementation methods
  - ◇ Waterfall
  - ◇ Agile
- ◈ Pros and Cons of each method
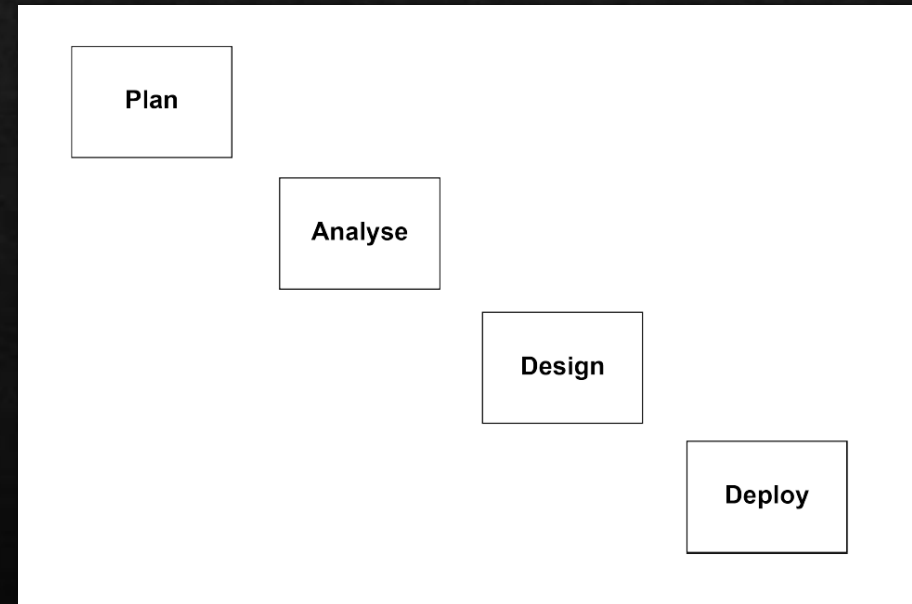- ◈ Why SCRUM works for GE

SCRUM Framework

- ◈ Type of Agile Methodology
- ◈ Provides the principles and practices of the project
- ◈ People-centric framework
- ◈ Clearly defines roles, activities, and rules

- ◈ (Ruben, 2021)

Waterfall Methodology

⬥ Structured / Hierarchical governance

⬥ Linear project management

   ⬥ One phase must be completed before going onto the next

   ⬥ Each phase is discrete / standalone

Pros and Cons of Waterfall Methodology
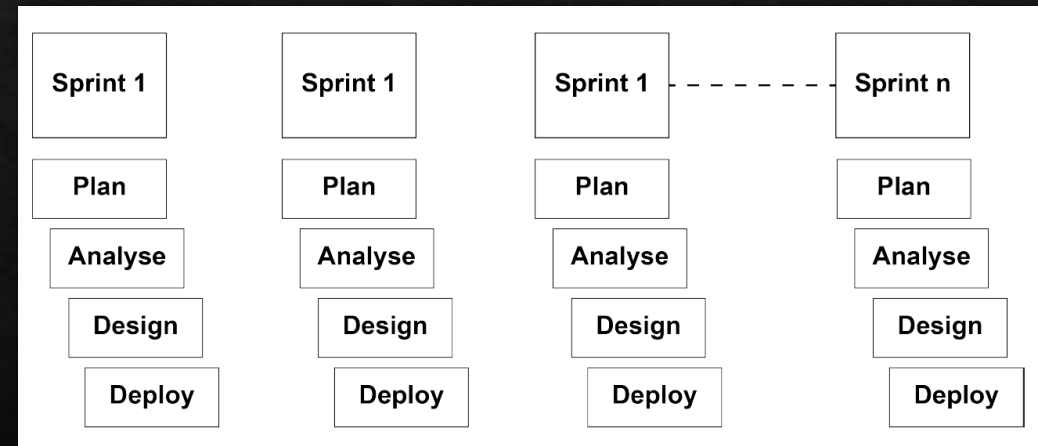
Pros

- ◈ Requirements are agree upon at the beginning

- ◈ Fully laid out schedule
  - ◈ Accurate estimates of cost and deadlines

- ◈ Easy to measure progress and milestones

- ◈ (ProjectManager, 2022)

Cons

- ◈ Full picture may not be establish at the beginning

- ◈ Costly to go back and fix previous phase if needed

- ◈ Lacks flexibility

Agile Methodology

◈ Can be less formal / defined by Product Owner

◈ Agile Manifesto:

   ◈ Communication is more important than procedures and tools

   ◈ Focus on delivering a working application

   ◈ Collaborate more with clients

   ◈ Be open to change instead of freezing the scope of work

Sprint 1	Sprint 1	Sprint 1	- - - - -	Sprint n
Plan	Plan	Plan		Plan
Analyse	Analyse	Analyse		Analyse
Design	Design	Design		Design
Deploy	Deploy	Deploy		Deploy

Pros and Cons of Agile Methodology

Pros
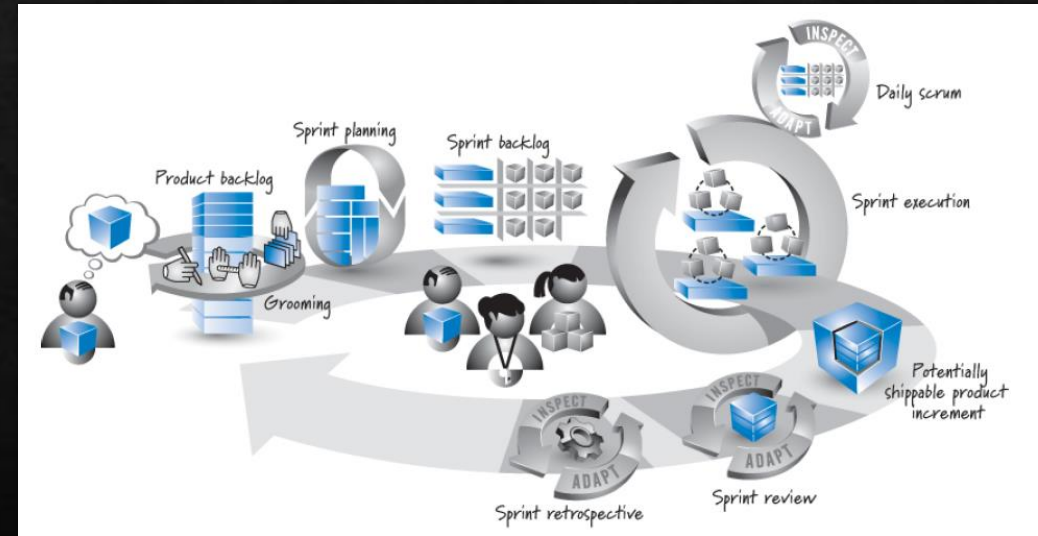
◇ Higher satisfaction rates

◇ Reduces risks

◇ Better return on investment

◇ Delivers higher quality products

  ◇ Due to constant interaction with customer

◇ More likely to go to market faster

Cons

◇ Unpredictable

  ◇ No bigger picture to get an idea of where to go next

◇ Constant communication could mean slower timelines

◇ (ProjectManager, 2022)

Why SCRUM works for GE

◈ Workday needs to be implemented as quickly as possible

◈ If issues arise, priorities can be set to bring them to the top or set aside

◈ SCRUM allows the product to be implemented the way GE needs

Summary of Implementation Method

◈ Agile Methodologies get the job done more timely with better input from the customer

　◈ Not a rigid plan that is costly to fix an already completed phase

◈ SCRUM framework defines the rules and roles

　◈ Best practices, timeframes for sprints, frequency of meetings

◈ With GE on a rapid growth, Workday needs to be implemented as quickly as possible

　◈ Get the workforce set up and happy so turnover is not high

Resources

◈ Gannon, B (2022). *Topic 3 Lecture 2: Starting a project (Initiation and Feasibility)*. [online] University of London. Available at: https://learn.london.ac.uk/mod/page/view.php?id=98303

◈ ProjectManager (2022). *Waterfall methodology*. Available at: https://www.projectmanager.com/guides/waterfall-methodology

◈ ProjectManager (2022). *Agile vs Waterfall Hybrid Projects*. Available at: https://www.projectmanager.com/guides/agile-vs-waterfall-hybrid-projects

◈ Rubin, K.S. (2021). *Essential Scrum: A practical guide to the most popular agile process*. (New Jersey: Addison-Wesley Professional, 2021). Chapter 2 (pages 16 to 28) - Scrum Activities

◈ Workday (2019). *Cloud ERP system for finance, HR, and planning | workday*. [online] Workday.com. Available at: https://www.workday.com/.