



# PeopleSoft as Part of an HRMS Undergraduate Class

Session #164

Wednesday, March 6

11:45 - 12:45

HEUG 2002 Conference - Las Vegas

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## **Background**

**Cheryl Wyrick is a member of the PeopleSoft Functional Implementation Team at Cal Poly Pomona, where PeopleSoft 7.5 HR and Financial Modules have been installed. Soon the campus will upgrade to 8 and add the Student Administration module. She is a member of Management and Human Resources faculty, where she teaches human resources information systems, training and development and introduction to human resources.**

## **Synopsis of Presentation**

The purpose of this presentation is to describe a successful integration of “textbook” HRMS implementation processes, the characteristics of a good system, and the use of PeopleSoft as a demonstration tool in the classroom. The challenges of dealing with student expectations (functional vs. technical), choosing a textbook, and types of exercises that seem to be more engaging for students are also covered.

# PeopleSoft as Part of HRMS Class

- Introduction to HRMS Class
  - Existing class
    - Taught using spreadsheets and Abra software
    - Two sections offered each quarter (6 sections total)

# Revising the Course

- Why?
  - Cal Poly Pomona began PeopleSoft 7.5 implementation
  - Access to single-user HRMS PeopleSoft database
    - » Support materials
    - » Lab facilities
    - » Technical support

# Instructor Training

- PeopleSoft Training
  - Training facilities
    - Intro to HR, Benefits, Query, Crystal
  - Practical experience
    - PeopleSoft implementation project

# Course Design

- Key Issues
  - How to balance
    - PeopleSoft training with course content related to HR Systems
    - Technical versus functional information

# Who Are Our Students?

- Undergraduate management and human resources (MHR) majors
  - Computer literate, but don't want to program
- A few computer information systems (CIS) majors
- Introduction to HR class is a prerequisite to this course

# The Course

- Geared towards MHR students
- Overview of HR system implementation process

# Challenges

- Textbooks
- Maintaining student interest or “When are we going to learn PeopleSoft?”
- Student access to PeopleSoft Lab

# PeopleSoft Topics

- Basics
  - Adding employees (personal data, some job data)
- Simple Queries (no joins)

# What Worked

- Combining text with PeopleSoft exercises in most class periods
  - Clear, direct examples
- Allowing class time to work on PeopleSoft exercises
- Testing on text and ability to do PeopleSoft

## **Conclusion of Presentation**

The purpose of this presentation is to describe an HRMS course that combines textbook information regarding the development and implementation processes and the characteristics of a good HRMS system with PeopleSoft exercises. There are challenges to teaching this course because of the HRMS textbooks that are available, as well as student expectations (functional vs. technical), and developing the types of exercises that seem to be more engaging for students.

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