



Rossera Position Management Accelerator (RPMA)

An accelerator that enables workforce managers to create and maintain HR positions & roles directly.

Rossera: From system complexity to operational empowerment, we enable true Oracle ERP process transformation.

Business Automation Challenges

Managers across organisations wait weeks for simple positions changes, whilst incorrect HR records create payroll errors and recruitment bottlenecks, frustrating the workforce throughout.

Four Critical Pain Points:

- ▲ **Process Bottlenecks:** Managers & operational staff forced into manual ticketing systems with no visibility of position change progress.
- ▲ **Manual Workflows:** Multiple approvals and data entry creating operational delays & missed recruitment opportunities.
- ▲ **Compliance Gaps:** Ad-hoc requests bypass proper audit trails and controls.
- ▲ **Data Quality Issues:** Manual entry creates incorrect position definitions and inconsistent FTE/headcount reporting.

The impact on the business: Incorrect staff pay, delayed recruitment & recruitment risk, frustrating managers, and HR teams overwhelmed with administrative rework.

Introducing The Rossera Way

Our unique **Rossera Way** methodology combines structured processes with purpose-built tools such as **Rossera ProcessSense®** to create repeatable, scalable results that enhance your Oracle Fusion or E-Business Suite ecosystem.

Rossera Position Management Accelerator (RPMA): Transforms HR position management from being complex and centralised, to being a streamlined self-service capability, that bridges the gap between operational agility and HR governance requirements.

Key Features:

- ▲ Real-time ERP validation against master data at point of entry.
- ▲ Automated workflow routing with configurable approval hierarchies.
- ▲ Seamless Oracle Position integration with full audit trail creation.
- ▲ Self-service interface requiring no ERP training.

User Experience: Our products enable a consumer-grade digital experience across all devices with real-time access to Oracle ERP data, making complex Oracle HR processes accessible to any manager.

Proven results that speak for themselves

Global Professional Services Organisation: Position Management Transformation.

- ▲ Streamlined user experience enabling managers to create, modify and assign positions independently.
- ▲ Eliminated centralised processing bottlenecks for multinational workforce management.
- ▲ Significant reduction in payroll errors through real-time validation.
- ▲ Accelerated recruitment cycles by removing HR administrative delays.
- ▲ Managers empowered with direction position control.
- ▲ HR teams freed to focus on strategic people initiatives.
- ▲ Enhanced compliance through automated audit trails.

Who it's for

Organisations with complex workforce structures, frequent position changes, strong governance requirements, and managers without direct Oracle ERP access.

HOW WILL THEY KNOW:

- ▲ High volume of position change requests causing HR bottlenecks?
- ▲ Payroll error due to incorrect HR assignment records?
- ▲ Extended recruitment cycles due to position setup delays?
- ▲ Critical compliance requirements for workforce management processes?

Summary

The Rossera Way Accelerators provide quick-win implementation, leveraging existing Oracle investment with minimal business disruption to empower teams to get the best out of their Oracle ERP systems.

