

Change management considerations for peoplesoft implementation

[Business](#), [Management](#)



Many Enterprise Resource Planning (ERP) systems fail. They usually face implementation difficulties as a result of resistance from workers. The effective deployment of ERP requires certain core competencies, one of which is Change Management. Change management is necessary for the effective infusion of ERP into the workplace. The implementation of PeopleSoft, an ERP application can be achieved by using numerous strategies. It could be effectively accomplished through organizational and people strategies.

The outcome of ERP implementation becomes negative if employees see the PeopleSoft application as a threat to their jobs. Unfortunately, ERP systems are still evolving and there's no one particular way of going about its implementation. Whatever methodology is used for implementing the solution, one thing is constant; the ERP system comprises ERP implementers, potential users of the new system and the new system itself. All these factors must work together as a whole to produce an optimal result.

PeopleSoft is one of the numerous ERP applications available in the market today. Other ERP Solutions available are from vendors such as Oracle, Microsoft and SAP. Most organizations deploy it with the aim of improving and automating their core business processes. Its deployment and implementation however, does not record a satisfactory success rate. Some organizations find themselves investing in the software application but in the end, do not realize its full benefits.

PeopleSoft application is costly and consumes a lot of resources. For it to be successfully implemented, effective change management strategies need to

be utilized to ensure that the application is used effectively and optimally. The problem is not always with the technology but with people. All stakeholders need to be guided on how to manage organizational change in order to realize the full benefits of the PeopleSoft implementation.

This study covers the technology behind PeopleSoft Application, its benefits, the process of change and the steps that should be taken to manage change so that the maximum benefits of the application can be fully realized by the United Nations Development Programme (UNDP) and other organizations that have plans of implementing it.