

What's Next with Luma?

Hanna Hall

DHR Employee Support Services Manager

About Me



Employee Support Service Manager

- This position will be responsible for developing and implementing employee support services program; ensuring timely and accurate resolution to employee questions and requests that are submitted through Case management in the Luma System.
- Ensure a good end product
- Ensure good implementation
- Provide ongoing support after implementation



Luma

Luma is an integrated Enterprise Resource Planning (ERP) Software and allows the state to manage budget, finance, HR, payroll, workforce management (time and schedules), and procurement in a single product.

Global Human Resources (GHR) Modules



Luma Timeline

Assessed Deployment Options (revisited)

Type Category - Option ID	
and Risk Impact (color)	
Phased Finance First	2
Phased Finance First	3
Phased Finance First	4
Big Bang	6
Phased HR/Pay/Time First	7
Split & Re-combine	8

Implementation Date			
Jan-23	Apr-23	Jul-23	Jan-24
Finance	HR/Pay/Time		
Finance		HR/Pay/Time	
		Finance	HR/Pay/Time
		Finance + HR/Pay/Time	
HR/Pay/Time		Finance	
HR only		Finance + Pay/Time	

Moderate Impact
High Impact

Impact Analysis

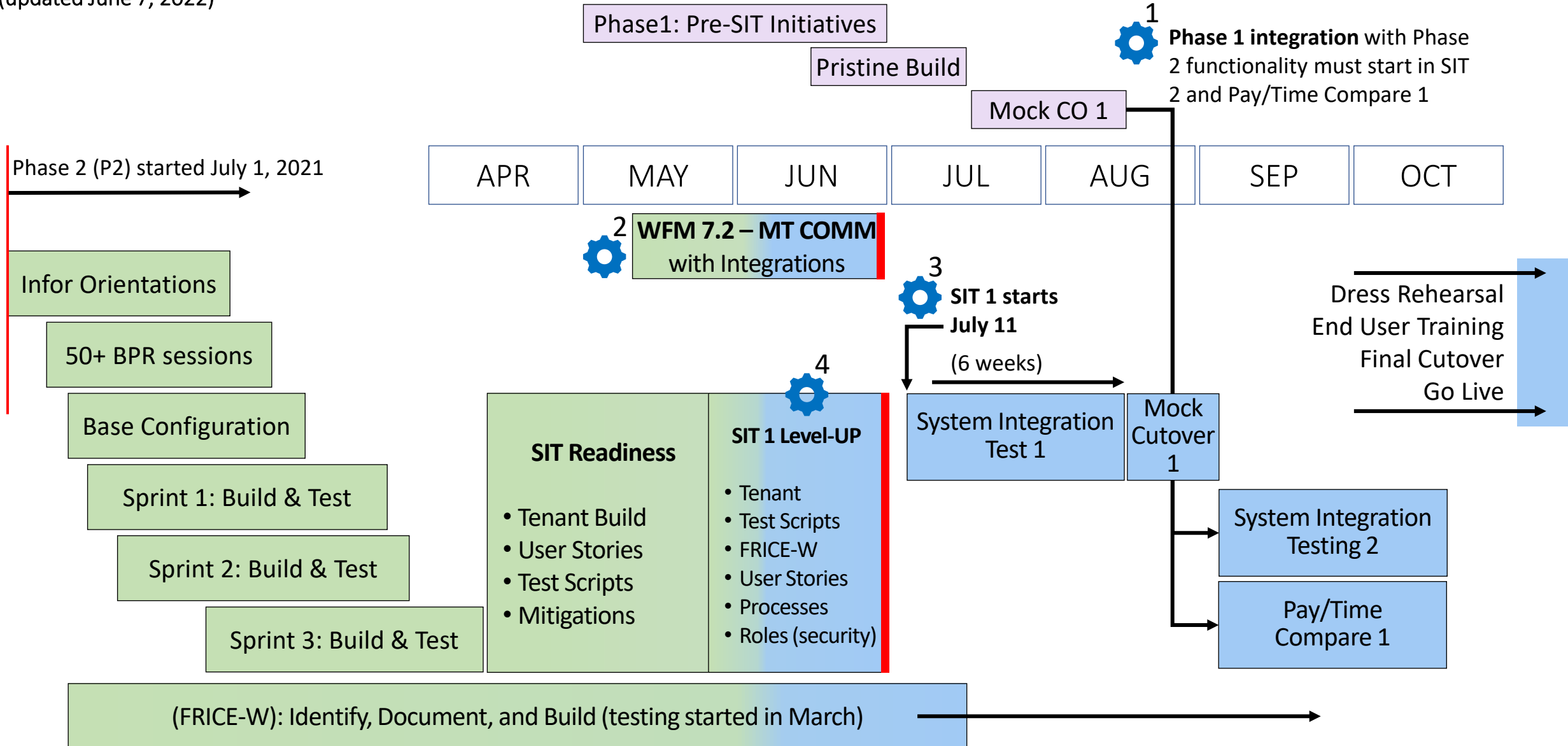
- Mid-Year Conversion considerations
- Phasing Order considerations
- HR/Pay/Time Split considerations

Type Category - Option ID	
High Risk Impact	
Phased Finance First	1
Big Bang	5

Implementation Date	
Oct-22	Jan-23
Finance	HR/Pay/Time
	Finance + HR/Pay/Time

Phase 2 Roadmap through October

(updated June 7, 2022)



Case Management

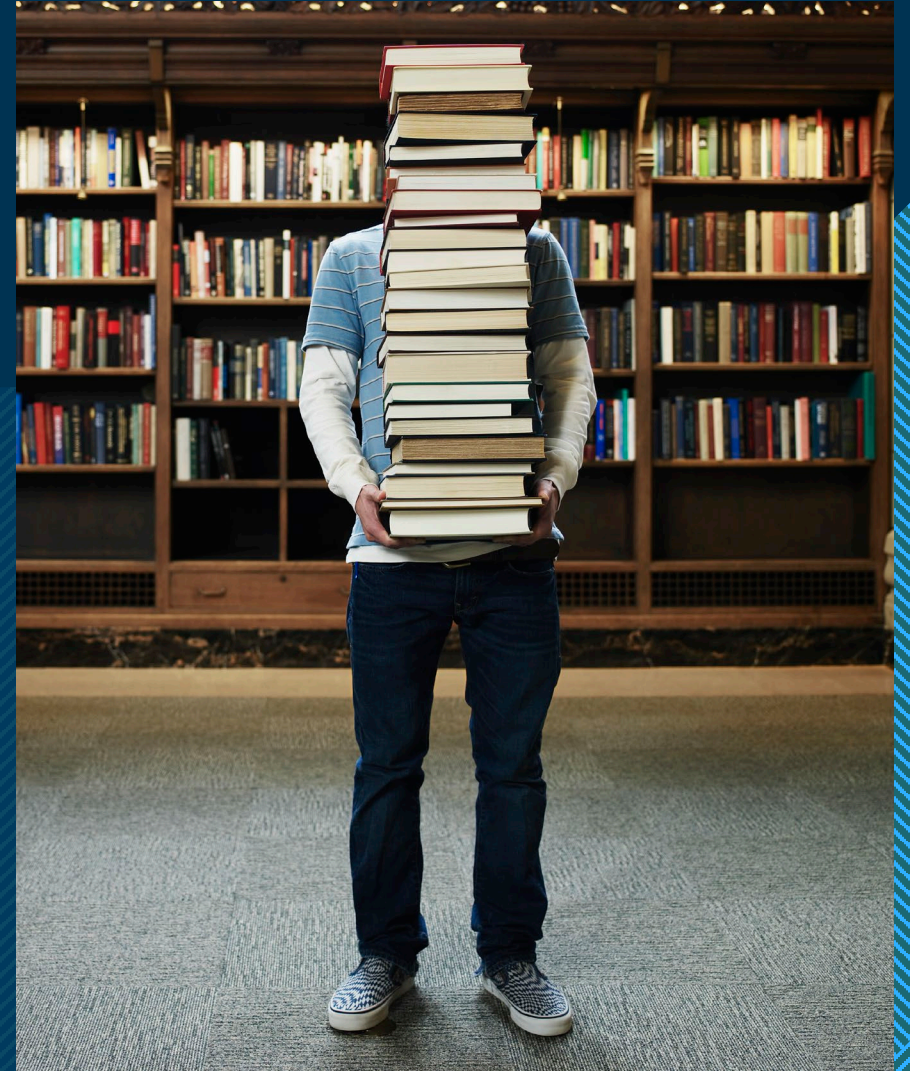
Case Management is a catch all for all the different processes that we don't have a delivered function for in the system.

We are still determining what processes will fall under Case Management. Examples could be:

- State classification (job) updates
 - Minimum qualifications
 - MQ Specialty areas
 - Description
- Organizational changes
- Data quality

Knowledge Base

This will be self-service reference materials



HR Security Roles

We are currently working on all the processes in the system and then we will work on security roles.

We will assess the positions to determine what they need access to.





Training Plan

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In conjunction with:

- State Controller's Office (SCO)
- Luma trainers
- DHR Curriculum Development Manager
- DHR Modernization Team
- DHR Luma Team

- The Luma team is working on trainings that will be able to show what end user self service portal looks like, what the manager self service portal looks like, etc.
- User acceptance testing prior to go live.
- User training prior to go live.



Questions?

Thank you!

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