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

- GHR Core Org & Employee Record
- Talent Acquisition
- Onboarding
- Learning & Development
- Integrated Talent
- Employee Health & Safety
- Employee Relations
- Payroll
- Workforce Management WFM (Time)
- Employee Separation
- Benefits
- Contingent Worker (contracted)
- Employee Engagement
- Leave of Absence
- Employee Data Admin
- Compensation
Luma Timeline
## Assessed Deployment Options (revisited)

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

### Type Category - Option ID and Risk Impact (color)

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<th>Type Category - Option ID</th>
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### Implementation Date

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Phase 2 Roadmap through October
(updated June 7, 2022)

Phase 2 (P2) started July 1, 2021

Infor Orientations
50+ BPR sessions
Base Configuration
Sprint 1: Build & Test
Sprint 2: Build & Test
Sprint 3: Build & Test

(FRICE-W): Identify, Document, and Build (testing started in March)

System Integration Testing 2
Pay/Time Compare 1

Phase 1 integration with Phase 2 functionality must start in SIT 2 and Pay/Time Compare 1

Mock Cutover 1

Dress Rehearsal
End User Training
Final Cutover
Go Live

SIT 1 starts July 11 (6 weeks)

SIT 1 Level-UP
- Tenant
- Test Scripts
- FRICE-W
- User Stories
- Processes
- Roles (security)

WFM 7.2 – MT COMM with Integrations

Pristine Build

Mock CO 1

Phase 1: Pre-SIT Initiatives
- Pristine Build
- Mock CO 1

SIT Readiness
- Tenant Build
- User Stories
- Test Scripts
- Mitigations

Phase 1 integration
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

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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