

Retire Legacy Applications, Preserve Data

Reduce operational cost and risk of managing legacy PeopleSoft Enterprise with Micro Focus® Structured Data Manager.

Key Differentiators of the Micro Focus Solution:

- + Ready-to-use application archiving solution for PeopleSoft
- + Standard pre-defined reports on employees' historical data
- + Ability to add custom reports
- + Free text search for compliance and reporting
- + Data is stored in an open format to survive technology evolutions
- + Integration with Verity Information Archiving and Content Manager for policy-based retention management and disposition

Cost and Risk of Legacy Data Mismanagement

Organizations upgrading their Human Resource Management System (HRMS) by moving from PeopleSoft Enterprise to other modern SaaS-based platforms such as Workday are often forced to keep the legacy instances of PeopleSoft around to run historical queries on employee data, payroll data, and other benefits-related information. There are significant costs and risks associated with leaving legacy applications around. For example, the licensing and operational costs of legacy PeopleSoft and Oracle database instances, as well as the cost of skilled resources to maintain the legacy environment, can reach hundreds of thousands of dollars each year.

Besides these costs, organizations expose themselves to various security and privacy risks associated with the improper management of employee data stored in these inactive systems. The employee data stored in the HR systems require adequate security and control along with the need to respond to audits, investigations, and litigations requests. But, when the applications become inactive, the sensitivity and privacy needs of this data are often overlooked. The improper application maintenance and data protection controls can lead to increased risk of data loss of this sensitive information and inability to respond to litigation requests.

Is application retirement possible for PeopleSoft instances while retaining seamless access to

the historical data for compliance and reporting? The answer is [Structured Data Manager](#) for PeopleSoft Enterprise. With the Micro Focus application retirement and archiving solution, you can retire multiple PeopleSoft instances and migrate and protect data into a single archive repository on a tier-2 server with tier-2 storage reducing the overall recurring cost down by up to 40 percent*. This enables policy-based retention, search across different databases, and seamless access to your historical employee, payroll, and benefits-related data for reporting and compliance purposes.

Structured Data Manager— A Complete Application Retirement and Archiving Platform

Structured Data Manager provides a complete data management platform for databases supporting PeopleSoft Enterprise environments. The Structured Data Manager Designer provides a visual modeling environment to rapidly define and customize table relationships and refine business rules for data eligibility.

The runtime consists of a data movement engine and job control environment with support for Linux, and Windows operating environments. The server run-time also provides native database integration and is highly scalable to meet demanding high-volume PeopleSoft

*Based on the internal cost analysis of retiring two PeopleSoft instances over the period of five years.

environments. With Structured Data Manager, you have the option and flexibility to either move data from database to database or database to file or both in sequence, depending on your data-aging strategy, retention policies, and long-term compliance requirements.

Structured Data Manager offers an application retirement option to fully retire a complete instance of PeopleSoft and still enable reporting on the archived data through standard predefined reports or custom reports that can be easily created.



Figure 1. Structured Data Manager enables reporting on the archived data through standard predefined or custom reports.

READY-TO-RUN

Structured Data Manager for Oracle PeopleSoft Enterprise comes with complete, ready-to-run database archiving modules that capture data from PeopleSoft business applications. It's key features include:

- Predefined jobs to archive PeopleSoft database data
- Predefined reports for usual compliance inquiries such as W2, employee data, employee history, and so on
- Free text search to find employee information easily before diving to specific reports

POLICY-BASED COMPLIANCE AND GOVERNANCE

Structured Data Manager preserves data for compliance by providing a flexible, configurable interface for setting up data retention policies

and enforcement during the archival process. Because the archived data is available for query and report access, retention policies can be applied accordingly.

Structured Data Manager's integration with Micro Focus Content Manager and Micro Focus Verity Information Archive enables customers to manage retention and disposition schedules on sensitive HR data.



Figure 2. Integration with Content Manager and Verity Information Archiving enables policy-based retention management and disposition.

The Micro Focus Advantage

Migrating legacy applications without a proper data management strategy is a costly and risky affair. Proper data management strategies for legacy applications can help with long-term compliance, manageability, application retirement, and reduce infrastructure costs. Legacy application retirement not only retires IT assets but also the skills and knowledge that were required to run it and maintain it and use it.

Structured Data Manager for PeopleSoft Enterprise helps organizations to implement proactive data management strategies seamlessly. With extensive coverage of ready-to-run application and database archiving modules, your HR data is stored in a vendor-agnostic open format to survive technology evolutions. And with the Micro Focus Structured Data Manager Query Module, you can search and access your HR data anytime.

Learn More At
www.microfocus.com/sdm

