

ENTERPRISE PROJECT GUIDING PRINCIPLES



BE FORWARD THINKING

and adapt to the iterative nature of implementing new technology.



Adopt streamlined, simplified,

INDUSTRY-LEADING BUSINESS PRACTICES.



Foster an environment of

COLLABORATION AND TRANSPARENCY.



Proactively engage the university community through

CHANGE MANAGEMENT AND COMMUNICATION.



THE OHIO STATE UNIVERSITY

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ENTERPRISE PROJECT HR AND PAYROLL VISION GUIDING PRINCIPLES

The employee experience:



ESTABLISH CONSISTENCY

Ensure a consistent Ohio State experience in all aspects of the employee lifecycle.



DRIVE ACCOUNTABILITY

Be empowered to take ownership of the transactions and data for which they are responsible.



ONE ACCESSIBLE SYSTEM

Access one system designed to provide efficient tools and accurate cross-functional data to perform their job.



SIMPLIFIED TRANSACTIONS

Perform simplified transactions with the minimal number of touch points.



APPROPRIATE TRANSPARENCY

Understand the value proposition – including pay, role, rewards and recognition – and will understand through consistency where to go for information and resources and know what to expect.



EFFECTIVE MANAGEMENT

Have access to effective leadership that is proactive and readily available.



CONSOLIDATED ONBOARDING

Have a comprehensive onboarding experience prior to a unit specific orientation.



VISIBLE CAREER PATHS

Have access to advancement opportunities to progress along a clearly visible career path.



PAY EQUITY

Be rewarded appropriately based upon the needs of the organization and position that is equitable and competitive internally and externally.



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