HCM – USE CASE
Technology company

Products used

- Oracle HCM Base Cloud
- Oracle Performance Management
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The customer

The modern technology company is one of the leading manufacturers of positioning technology.
With over 1,000 employees at multiple, both local and international locations, the company is globally renowned for its high-quality specialist products. The privately held company, structured in a flexible and vertically integrated organization, relies on team spirit and cooperation across borders.

The challenge

The steep growth of the company required a new structure and approach in the area of personnel or Human Capital Management (HCM). The focus was on the simplification of administrative tasks and the provision of a self-service functionalitty for all employees. In addition, the time-consuming manual process of performance target administration was to be digitized and optimized. Extensions were to be seamlessly integrated and should command the comprehensive areas of a modern HCM. In an intensive evaluation process, the company decided in favor of the integrated Oracle HCM Cloud Suite and PROMATIS as an agile and reliable implementation partner.

The solution

The initial project covered the implementation of the basic modules of the Oracle HCM Cloud Suite as well as the integral module Oracle Performance Management. Marked by an intensive and positive cooperation with PROMATIS, the requirements were realized in a creative, competent and process-optimized manner in Germany and the USA. Self-service established itself as an indispensable tool in a very short time, and the management of the performance targets was even extended to other areas. These optimizations enable a conceptual further development of the global HCM strategy, involving goal management, succession planning, talent review, learning management and recruiting in follow-up projects.

PROMATIS

An ITG Company