

HCM – USE CASE

SOFTWARE COMPANY

Products in Use

Oracle Human Capital Management with the modules:

- Core HR
- Performance Management
- Time & Labor
- Goal Management

ROI

- 20% less processing time for publishing job postings
- 10% more accuracy in data quality
- 50% efficiency increase in recruiting

The Customer

The software company is a provider of IT solutions with which enterprise employees can achieve a better work-life balance. With real-time analytics, immediate troubleshooting, automation and options for employee feedback, transformative solutions are provided that address all endpoints of the digital work environment. The offices are located across Europe, the US and the Middle East.

The Challenge

The customer was looking to replace the existing HCM system Peoplesoft with Oracle HCM Cloud. During this project the migration of the global enterprise structure and the corresponding (historic) core HR data has been the key challenge. One key success factor was to apply streamlined processes within the entire corporation. Another factor was to enable a streamlined reporting that is transparent, easy to manage and real-time.

The Solution

To tackle the customer's global HR requirements Oracle Human Capital Management module Core HR and Performance Management have been implemented in a 4 week rapid implementation. After a successful go-live additional modules are now helping the client to further improve goal management and keep track of their employees timetables.