

# HCM – USE CASE

# HEALTHCARE

## Products in Use

- Oracle Fusion HCM Cloud Core
- Oracle Absence Management
- Oracle HCM Learning
- Oracle Integration Cloud incl. SAP Adapter
- Horus BP4Apps HCM
- Horus Business Modeler

## The Customer

The customer is one of the largest private sponsors of non-profit healthcare facilities in Austria. The group of companies includes several hospitals and nursing homes, rehabilitation facilities and ambulant services, and employs approximately 9,000 people. Decentralized decision-making authority and responsibility is a fundamental principle of the company, with group-wide synergies supported by a central management team for strategic and efficient approaches. Modern solutions to provide a good work-life balance to its employees were the goal of the Group.

## The Challenge

The customer was looking for an HCM solution to provide consistent support in digitalization. The requirement was to drive the evolution of the company's strategy, business processes and rules, organization, and IT system landscape with the pace and intensity of change driven by the customer's needs.

Other essential requirements were the integration of external systems and comprehensive learning management. The focus was also on learning in order to meet compliance requirements and at the same time to further develop personal skills through individual offers.

## The Solution

The decision was made in favor of the solution Oracle Fusion Cloud HCM with PROMATIS as implementation company. As part of a strategic digitalization initiative, the software solution was introduced and rolled out in the Austrian healthcare facilities. The core of the system is a powerful human resource management module, which is based on a highly integrated data model. In addition to the turnkey implementation of the system, services were also carried out in quality and change management, incorporating PROMATIS' Best Practice products, as well as the integration with SAP for handling payroll processes and DocuSign for the electronic signing of service contracts.