

Leading IT Solution Provider

Industry: Government Contractor - IT Solutions & Consulting

Region: USA

Stories of Digital Transformation

Summary

The client wanted to modernize their HR function to increase efficiency, foster a talent-centric culture and facilitate organization wide self-service and automation. They wanted a solution that would lighten the complexity of IT support operations while reducing overall costs.

Drivestream worked with the client to implement the Oracle Cloud HCM Suite to drive enhancements of HCM and Payroll business processes, reduce the burden of sustaining their legacy systems, and to transform them into a more talent-centric organization.

About

The client is a leading IT solution provider dedicated to successfully transforming technology investments into business capabilities for government, commercial and healthcare clients.

They partner with their clients from planning and implementation through ongoing maintenance and management to deliver solutions that are strong, flexible and on target with their clients' mission.

Challenges

- Modernize HCM applications, while reducing cost and complexity of IT support and operations
- Create a more talent-centric culture
- Increase efficiency, automation and employer/manager self service
- End-user adoption and change Management

Products:

Core HR
Benefits
Payroll
Onboarding/Recruiting
Talent
Compensation
Learn
Time & Labor (Future)

Legacy Platform:

EBS

Benefits Achieved

- Re-engineered HR processes for simplification and standardization
- Increased the operational efficiency
- Eliminated numerous manual documentation and approvals maintained via paper and spreadsheets using cloud process and workflow
- Restructured job codes for improved employment opportunities and strategic alignment with company reorganization
- Built multiple integrations between HCM Cloud, EBS and external systems to enable real time data exchange and synchronization with upstream and downstream systems
- Identification of points of excellence and areas of concern via Talent Dashboard
- Easier and quicker access to all data for reporting
- High user adoption and user satisfaction rates
- 100% conversion of HR and Current year Benefits historical data

Results

- Delivered project on-time and on-budget
- Smooth transition from legacy system to Oracle HCM/Payroll Cloud
- Strong user adoption
- Dramatically improved business processes and automation
- Achieved tight integration between HCM Cloud and EBS financials
- Improved processes for Talent Management and Retention
- Comprehensive conversion of legacy data into HCM Cloud