

Stories of Digital Transformation

Summary

The client is a non-profit research institute, established as a center of innovation for government agencies, commercial companies, and private foundations. Drivestream migrated the client from a legacy PeopleSoft system to Oracle Cloud HCM and Payroll, in a near seamless manner.

About

The client is an independent, non-profit research center helping clients commercialize advanced Research & Development by inventing futuristic solutions to contemporary challenges. Some well-known inventions include Siri, the computer mouse, robotic surgery, satellite technology and industrial polymers.

Challenges

- Limited position profile management
- Outsourced compensation management
- Manual review processes for goals and performance
- Assorted home-grown BI tools for reporting/analytics
- Paper based entries – duplicates and data integrity issues

Benefits Achieved

- Significant reduction in paperwork and duplicate processes
- Implemented Single Sign-On across all HCM applications
- Deployed payroll and taxation rules across 40 states
- Replaced home-grown systems; consolidated FOCAL process into a single integrated application
- Streamlined talent, performance and goals management, manager reporting, and analytics
- Implemented twenty-six different integrations to multiple third-party systems

Results

- Overall reduction in HR/admin overhead
- Greater transparency and control
- Completed 43,000 benefits enrollments with 98% accuracy
- Converted 200,000 payroll balances with 99% match against legacy system
- Migrated over 5000 person records with 99.9% accuracy

Products:

Oracle HCM -Core HR,
Benefits, Payroll, Talent
Management

Legacy Platform:

PeopleSoft