

Stories of Digital Transformation

Summary

Drivestream transformed and modernized a manufacturer in the paper and pulp industry HR operations, by migrating from EBS to Oracle HCM Cloud enabling them to standardize their business processes, reduce administration burdens, and lower infrastructure costs, leading to annual cost savings of \$200,000.

About

The client established in 2004, is a manufacturing company offering writing, text, cover, specialty, and private watermark papers. They employ 2,239 people.

Challenges & Objectives

- Move to a modern cloud platform with unified data and user-friendly interface
- Existing data model didn't produce reliable results
- Payroll processing was cumbersome and not accurate
- Legacy platform didn't support complex union calculations, approval processes, and generated unreliable results making it ineffective for supporting business decisions

Benefits Achieved

- Rapid implementation of uniquely complex payroll requirements that involved employees in 15 different paper mills with approximately 890 union employees
- The project was ahead of schedule vs the plan throughout the implementation
- HR and Payroll integrated into one system
- Data transfers to GL automated
- Complex union due calculation fully automated and built into Fusion Payroll
- Automated complex 401K calculation based on location and union
- Deployed complex workflow and security requirements

Results

- Realized cost savings of \$200,000 annually moving to Cloud HCM
- A rapid 5-month implementation, delivered ahead of plan
- Deployment of a reliable data model that supports business decisions
- Modern and user-friendly interface
- A faster and more efficient payroll processing that supports complex payroll calculations

Products:

HCM Cloud
Global HR
US Payroll
Workforce Compensation
Goals Management
Talent Management

Legacy Platform:

EBS