

NON-PROFIT CORPORATION ADOPTS VISIONARY, CLOUD- BASED HR PLATFORM

This hybrid corporation for specially-abled people with catering, employment services, and a manufacturing division is now assisted by an HR solution that is heavily personalized for their equally 'hybrid' needs

Abstract

Infolob takes up this opportunity to implement Oracle Core HCM (including Absence Management & Benefits), Time Entry, Payroll, Learning, Performance Management, Recruitment, and Onboarding (Taleo) capabilities on the client's end – all while synchronously prepping the organization to address the related, end-to-end digital transformation demands.



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Business Concerns

The client is a private, over half a century old non-profit corporation with operations spanning multiple states that is dedicated to employment services for the disabled individuals and extensions into federal, state, and private employment contracts. It serves 8,000+ individuals overall. Some of the specifications of the engagement were:

→ Customer sought to replace existing manual HR & Payroll operational processes that lacked workflow/accountability.

→ Customer meant to soar the efficiencies in the existing HCM operations.

→ Some key activities of the transition were to firstly migrate current data to the new cloud-based solution, followed by implementing integrations with in-house and 3rd-party systems.

→ Guaranteeing a smooth transition to Oracle Cloud via proper project management rendered another key requirement along with the retirement of existing processes, apps, and so on.

Infolob's Intervention

Infolob helped the client to onboard the Oracle Cloud solution - streamlining financials, HCM, and procurement with best-practice-based workflows. Harnessing the industry's top-tier experts for end-to-end Oracle HCM & Financials implementation, everything turned out to be extremely successful including the alignment with the customer's expected timeline and organizational limitations. Moreover, the efficient design of the enterprise structure consistent with an integrable financial system (MS NAV) while meeting all the statutory reporting needs - the client can now use shared services for all divisions.

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“I personally would like to say that Infolob Team is some of the higher intellectuals in the Oracle Implementation services. There is no doubt in my mind that you will have a successful Oracle Implementation with Infolob as your service provider”

- Director, Client

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Business Outcomes

The customer now leverages a comprehensive HCM, which is a single source of truth with workflow-based approvals for fine-tuned accountability. Whereas, business functions spanning lengths and breadths of the systems are also effortlessly integrated. All HR processes are also robotized - equating to a dramatically minimized effort, and efficiency upgrade per eliminated manual/paper-based steps in the business processes. Plus, customers received the time to cut off ties with the lack of data-driven decision making by leveraging the OTBI reporting available out-of-the-box in the solution.

