

CASE STUDY:

Diagnostic Information Service Provider Successfully Cleanses Data for 250K Non-Employees



The Client

A leading provider of diagnostic information services with over \$7 billion in revenue and more than 6,600 patient access points reached out to Drivestream and Wipro to handle a major cloud migration project. The client had the most extensive diagnostic network in the USA, serving roughly half the physicians and hospitals in the country—and 30% of American adults every year.

In addition to core diagnostics, their workforce of over 46,000 employees provides a broad range of employee wellness and insurance risk assessment services. All while making a major contribution to industry-led medical research with health and drug trend indices.

Drivestream and Wipro worked with the client to effect a successful company-wide migration from PeopleSoft Enterprise Application to Oracle HCM Cloud. The implementation project was complex not just in terms of scale, but also because of the in-flight integration of several key initiatives—such as Position Management, Flexible Time-Off Policy, and Recruiting/Onboarding that served as key success factors.

Industry Healthcare

Location North America - USA

Cloud Implementation Highlights

- ✓ Completed Phase 1 of a two-phase rollout of Oracle Cloud HCM, replacing PeopleSoft HRMS with HCM, Benefits, Payroll, Compensation, Absence, Profile Management and Position Management, progressing steadily with Phase 2 – replacing legacy Workforce Central/Kronos with Oracle Cloud Time & Labor.
- ✓ Contended with payroll configuration of 46,000 active employees (~39,000 were non-exempt, many under Special Service Contracts) by replacing a highly complex PeopleSoft customization with fast formulas and element configurations in the cloud.
- ✓ Introduced new, efficiency-enhancing capabilities like Position Management, Manager Self Service, and Global Compensation Management.
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- ✓ Accommodated custom chart-of-accounts structure including Business Unit, Regional Business Units, and Site code.

Oracle HCM Cloud

- ✓ Core HCM
- ✓ Compensation
- ✓ Benefits
- ✓ Payroll (US)
- ✓ Payroll Interface (Others)
- ✓ Absence Management
- ✓ Time & Labor (Oct '19)