

CASE STUDY:

# Manufacturing Giant Streamlines Human Resources Management, Improves Efficiency



## The Client

A leader in rigid packaging with 100+ patents and 26 manufacturing facilities producing over 1.5 billion parts annually. With a rich history of customer-focused growth and strategic acquisitions, this client became a market leader in the packaging industry with a wide distribution network and annual turnover of \$1.5 billion.

However, the client's rapid growth and expansion birthed a classic dilemma – spend millions of dollars on continuous PeopleSoft upgrades, or move to the cloud. They eventually chose to make the cloud leap and tasked Drivestream with the implementation of Oracle Cloud HCM.

The success of the HR and Benefits implementation greatly increased the customer's confidence in the cloud. As a result, the customer is currently working with Drivestream to add a major merger that will bring three other organizations into the Oracle cloud fold in 2019.

**Industry** Manufacturing

**Location** USA and Canada

# Cloud Implementation Highlights

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- ✓ Moved from legacy HR system riddled with process inefficiencies to an integrated, seamless system with significant time and labor savings.
- ✓ Automated extensively manual processes like allocations in Payroll costing, HR integrations, and approvals with cloud features including custom code and self-service.
- ✓ Remedied costing issues arising from improper mapping of departments to cost centers with an accurate, redefined mapping system.
- ✓ Defined five distinct business units to replace the existing amorphous structure—improving operational efficiency.
- ✓ Simplified and expedited previously cumbersome report generation with the Cloud OTBI tool.
- ✓ Helped streamline and structure Jobs in the system by eliminating inactive, ad-hoc Jobs and bringing the overall volume down by 55%.
- ✓ Built a customized solution to maintain variegated Benefit Plan rates using UDTs while also automating the calculation of deductions which fed directly into Payroll.