

CASE STUDY:

# Leading IT Solution Provider Transforms into Talent-Centric Organization



## The Client

A leading IT solution provider dedicated to successfully transforming technology investments into business capabilities for government, commercial and healthcare clients.

The client wanted to modernize their HR function to increase efficiency, foster a talent-centric culture and facilitate organization wide self-service and automation. They wanted a solution that would lighten the complexity of IT support operations while reducing overall costs.

Drivestream worked with the client to implement the Oracle Cloud HCM Suite to drive enhancements of HCM and Payroll business processes, reduce the burden of sustaining their legacy systems, and to transform them into a more talent-centric organization.

**Industry** IT/Consulting

**Location** North America - USA

# Cloud Implementation Highlights

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- ☑ Re-engineered HR processes for simplification and standardization with a smooth transition from legacy system to Oracle HCM/Payroll Cloud
- ☑ Significantly improved operational efficiency and automation
- ☑ Eliminated several paper-based manual processes with digital workflows
- ☑ Facilitated faster and easier access of reporting data
- ☑ Restructured job codes for improved employment opportunities and strategic alignment with company reorganization
- ☑ Built multiple integrations between HCM Cloud, EBS and external systems to enable real time data exchange and synchronization with upstream and downstream systems
- ☑ Helped identify points of excellence and areas of concern via Talent Dashboard
- ☑ Effected 100% conversion of HR and Current year Benefits historical data
- ☑ Achieved high user adoption and user satisfaction rates

## Oracle HCM Cloud

- ☑ Core HR
- ☑ Benefits
- ☑ Payroll
- ☑ Onboarding/Recruiting
- ☑ Talent
- ☑ Compensation
- ☑ Learn
- ☑ Time & Labor (Future)