

MANAGED WORKPLACE SOLUTIONS PROVIDER IMPLEMENTS ORACLE HCM CLOUD

IMPROVES HR PRODUCTIVITY AND SUPPORTS A GLOBAL WORKFORCE

CUSTOMER PROFILE

HQ

Hebron, KY

INDUSTRY

Information Technology and Services

EMPLOYEES

2500

ITC SERVICES

- Professional Services

APPLICATION & TECHNOLOGIES

- Oracle E-Business Suite
- Oracle HCM Cloud

INTRODUCTION

The client is a managed workplace solutions provider that delivers and supports transformative technology required to run an agile, intelligent, fully enabled digital workplace.

CHALLENGES

The client was looking for a partner with proven expertise in migrating from Oracle EBS to Oracle HCM Cloud. They were a customer of ITC and we had a deep understanding of their on-premise Oracle EBS environment.

SOLUTION

ITC performed an assessment to evaluate the potential benefits of moving to HCM Cloud and the results supported the case for a migration.

ITC converted EBS Production data to HCM Cloud for the countries and business units where HCM Cloud is the system of record, and created HCM Cloud Setups for the rest. ITC also developed the synchronization process from Oracle HCM Cloud to EBS HRMS and integration with third-party ADP Recruiting Manager.

Coexistence for HR2HR was desupported by Oracle but ITC overcame the challenge using Oracle HCM Data Loader and custom SQL scripts. Atom Feeds for the latest change records were also desupported but ITC implemented it using Rest API services with Oracle Integration Cloud.

RESULTS

- HR is now able to make changes in Oracle HCM Cloud 100 times faster than Oracle EBS
- HR can effectively manage a global workforce across different regulatory environments
- HR can build OTBI reports without needing technical assistance
- Improved user experience and process monitoring with modern reports and dashboards

ITC ADVANTAGE

- ITC's deep technical and functional expertise in Oracle HCM Cloud enabled a fast and seamless transition
- ITC's proprietary solution, RapidConv for Oracle HCM Cloud optimized the data conversion process