

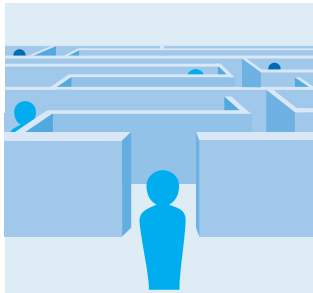


**HCL**

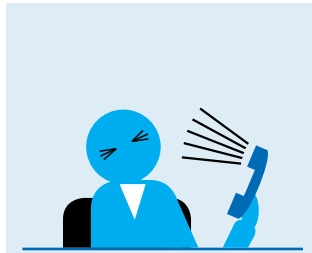
# The DNA of Human Resources has changed

ARE YOUR HR SYSTEMS DELIVERING?

## THE PROBLEM



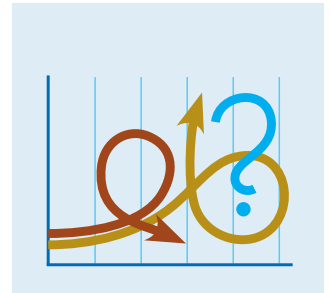
Unable to effectively track your organization structure & headcount?



Receiving regular complaints from employees about their User Experience?



Under pressure to attract and retain the right talent?



Struggling to quantify the HR business case for change?

Our experience has revealed that traditional ERP HR systems are simply not agile enough to support the requirements of today's HR functions. We have found that traditional ERP Systems:

- **Have not delivered on HR efficiency targets**
- **Suffer from poor user adoption, and consequently poor employee engagement**
- **Are often overly complicated; and not responsive to business need**
- **Are not consistently implemented throughout the business**
- **Are dated in comparison to the tools and devices employees use in their personal lives**
- **Lack investment as the value of people is difficult to quantify to the CEO**

The digital revolution, globalisation, and a growth economy has placed more pressure than ever before on Human Resources to drastically rethink how it can best support businesses of the future. In response, the HR technology market has made significant advancement, and now is the time to reconsider the HR systems you use today to ensure HR continues to deliver in the future.

HR Technology is a key enabler of change, but with so much choice available, companies should consider:

- **What are the right solutions to adopt and when?**
- **How do you articulate the right business case that will warrant the investment?**

## WHY PARTNER WITH HCL?

For over a decade HCL has successfully delivered enterprise scale HCM transformation of people, processes and IT systems. At the heart of our culture and methodology is a focus on the benefits we deliver for our customers. From the outset, we create business cases that are realistic, achievable and tangible. Through detailed analysis documented through benefit cards, we track these savings through to realisation – proving the value of HR to every business. In all industry sectors from public sector, financial services, through to consumer services we have a proven track record in realising tangible benefits.

We have deep domain expertise in all the major HR solutions, with many of our major customers transitioning to the newly energized HR systems. We understand that the market is under constant change and continue to invest heavily in our consultants to ensure our customers can make informed choices on selecting the right HR solution. What sets us apart from our competitors is our focus on benefits, delivered through change to people process and system. Our system knowledge is immense, and with skills in all major technologies, we can seamlessly integrate multiple solutions.

# TAKE HCL'S NEXT GENERATION HCM TRANSFORMATION ASSESSMENT

HCL will help you evaluate and simplify your HR systems, organization and processes. To do this, we are offering a **Next Generation HCM Transformation Assessment** tailored to your business, in which we support you to design, roadmap and develop a business case that will enable the right change for your business.

## The assessment will cover:

1. High-level assessment of the existing HR / HRIT function
2. High-level assessment of your current HR IT systems landscape and compare leading market offerings
3. Focused session on identification of, and evaluation of weightings for business requirements with your key business and IT stakeholders
4. Post-workshop stakeholder briefing of findings, recommendations and next steps, including key considerations and risks

## We will quickly arrive at:

1. A clear and actionable roadmap to determine the next steps in developing HR (IT, process and organization)
2. Achievable benefits of the implementation
3. Indicative resource overheads and timescales for each phase

## CUSTOMER CASE STUDY

### THE CLIENT

The client is a global leader in postal innovation and connects the whole world door-to-door. The client could only maintain its pre-eminent position if it continued to meet the challenges of the marketplace and the regulatory environment by delivering top quality service, constant improvement and new innovations.

### THE PROBLEM

A key current focus for change in the business has been to improve and enhance the people management processes that the client uses to manage and deploy its 150,000 staff. The People System Program (PSP) is an HR modernization program and was conceived to implement an enterprise HR system into the client, whilst streamlining and improving HR process, improving workforce motivation and enabling proactive and strategic HR and HR Shared Service Center functions.

Before the introduction of PSP, the HR technology landscape was overly complex and diverse with 18 HR systems and 24 separate databases. HR processes often involved considerable paperwork and manual effort. Management information was difficult to aggregate and was

provided from many different systems. People development and talent management processes struggled to meet business needs. Management involvement in people issues was largely reactive, not proactive and managers were heavily reliant on HR teams for support.

### HOW HCL HELPED

PSP has succeeded in its objectives of getting the connected community of managers and users to take more ownership of HR and line management matters. This shift to closer line management and employee involvement in turn drives a refocus on the Shared Service Center functions – ensuring they are operating at peak efficiency, concentrating on essential functions. HR Business Partners are now less likely to encounter HR administration requests, enabling a strategic focus to prevail.

### THE BENEFITS

Tangible savings and £ multi-million benefits in key areas include:

**Self Service Model Efficiencies**  
**The implementation of SAP and HR Self Service** along with the re-design of current processes is standardizing and driving efficiencies in HR and Payroll.

HR Self Service is reducing the operating costs of HR.

### Time Management

**The provision of timely and accurate information to managers** is reducing local absence rates and equipping HR with the tools to analyse broader trends, allowing problem areas to be identified earlier and overall absence rates to be reduced.

### Reduction in Litigation Costs

**Clear understandable policy information** means there is less chance of using information that is out of date or wrong, leading to fewer employment cases going to tribunal. Reduction in the overpayment of staff allowances through improved monitoring and controls.

### Workforce Management and Planning

**Greater access to historical and current people data** and more control over organizational management are enabling improved resource planning and helping the client to manage its operational peaks and troughs more cost-effectively.

### Hosting/Hardware/Software Consolidation

**The implementation of a single integrated solution** will replace 18 legacy systems and significantly reduce the total cost of ownership in relation to Hardware, Licenses, Software, Training and Support.

## TAKE NEXT STEP

HCL invites you to undertake our free Next Generation HCM Transformation Assessment to help you determine the right approach to better enable your HR function.

To learn more contact us at; [integrated.applications@hcl.com](mailto:integrated.applications@hcl.com)

## ABOUT HCL

With revenues of \$6.4bn, employing 90,000 technology experts and operating in 31 countries worldwide, HCL is a leading global technology services provider. HCL helps our clients transform their business and IT assets, deliver complex Systems Integration programs and operate their application and infrastructure estates.

HCL's Systems Integration business works with our clients to drive business outcomes through large IT program delivery. We employ 15,000 systems integration experts. We are established partners with leading enterprise application providers – SAP, Oracle and Microsoft. We also help our clients move to cloud based platforms with SuccessFactors, Taleo, Ariba and Salesforce.com, as well as infrastructure re-platforming in the cloud. Our propositions include:

- *Global deployment*
- *Instance consolidation*
- *Fundamental cost reduction*
- *Target operating model transformation*
- *Benefits delivery*
- *Large programme management*
- *Applications Development*
- *Design, Build and Run services*

## TRUE GLOBAL DELIVERY

HCL operates as a single global organization allowing us to deploy consulting teams which leverage proven industry and solution best practices from our offices and delivery centers around the world.

## HCL AND SAP

HCL has been a certified partner in the SAP Ecosystem for over 15 years. The HCL and SAP relationship delivers value to our customers through industry focused excellence, innovation, and orchestrated innovation through diverse resources. Our global delivery team of 8,500 SAP experts are recognized as being the most experienced SAP consultants in the market and combine the best local SAP business transformation expertise with world class offshore SAP factory services. HCL is ranked in the top 4 SAP SI's by Forrester, Gartner & IDC. We are regularly ranked #1 for client satisfaction.

HCL deliver value to customers implementing SuccessFactors and SAP by providing best-practice process knowledge, innovative integration experience and providing design and integration accelerators such as template design documents and specifications. Time to value is all important, but the most successful projects are those that appreciate the complexity of an organisation whilst enabling change. Consideration to integration, change management, employee engagement and change management are paramount in ensuring success.

## HCL AND ORACLE

HCL is an award-winning global Oracle Platinum Partner with a global delivery team of over 3,000 Oracle experts helping clients achieve high-impact business outcomes through business consulting and technology services.

With our combined expertise in business transformation and Oracle products, HCL helps organizations successfully navigate from strategy through execution to achieve measurable outcomes. HCL promotes lasting results with a balanced approach that aligns people, processes, and technology.

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