



HCL HELPS A GLOBAL TRANSPORT PROVIDER STREAMLINE ITS HR OPERATIONS WITH ORACLE TALEO IMPLEMENTATION



CLIENT BACKGROUND

The client is a leading global supplier of drivetrain, mobility, and aftermarket solutions for the commercial vehicle and industrial markets. The client serves commercial truck, trailer, off-highway, defense, and aftermarket customers around the world.

BUSINESS CHALLENGES

- Inefficient and manual recruiting process and lack of integration with the HR application
- Difficulty in tracking recruitment process

SOLUTIONS DELIVERED

HCL delivered the following solutions:

- HCL successfully implemented Taleo to address business challenges in 5 months. Solution leveraged client's investment in PeopleSoft HR application by building seamless interface between Taleo and PeopleSoft
- Designed a custom page to modify the new hire data before uploading into PeopleSoft
- Designed interfaces to transfer the requisitions created in PeopleSoft and
 - Retain the formatting as is without any kind of manual intervention by applying HTML tagging
 - Scheduled interfacing of requisitions, users, and OLF from PeopleSoft to Taleo and distributed error logs to the stakeholders

DEPLOYMENT TYPE

TALEO 15A.3

MODULES

- Oracle Taleo Recruiting
- Oracle Taleo Onboarding
- Oracle Taleo Reporting (OBIEE)
- Taleo Connect Client (TCC)

BENEFITS DELIVERED

- Improved the quality of hire by 33%.
- Reduced time to productivity by 28%
- Improved process efficiency by 18%
- Complete outbound and inbound interfacing from PeopleSoft to Taleo leveraging the coexistence model
- Configured and provided role-based security access to different users
- Link new jobs to the career section of the corporate website for enabling external candidates to apply directly, even by using their mobile phones



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