

# HCM at the Crossroads

Discover alternative solutions  
to accelerate business value  
from your  
PeopleSoft™ investments

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## The Opportunity

Recent technology advances have sparked business innovations we could only imagine a few short years ago. To keep pace, many clients feel the urgency to explore options for evaluating, optimizing, and extending the technology landscape for their current human capital management (HCM) functions.

At this juncture, IT and HR executives first must determine the most advantageous strategic direction to address current technology gaps and leverage modernized HR technology. The good news is that flexible options abound. For example, the latest Oracle™ Cloud Service heightens the value of your existing investments and facilitates the migration from a tactical to a strategic approach through leading-edge HCM functionality and domains such as the following:

- **Social networking tools** enhance talent collaboration, performance, and retention
- **Streamlined business processes** advance efficiencies and minimize costs
- **Embedded analytics** enable timely insights by business process across the organization
- **Enhanced user experience** makes it easy to adapt and use HCM applications
- **Integrated, best-practices support** helps simplify design and implementation for coexisting on-premises and cloud-based HCM applications



## How Can HCL Help?

Our global business and technology consultants serve as trusted strategic advisors who leverage HCL's best practices methodologies together with deep industry expertise. They can help develop a strategic vision and then create the road map for a comprehensive, end-to-end solution that is tailored to specific organizational needs.

Our technology-agnostic approach has helped many clients around the world accelerate the time to value across a broad range of Oracle™ PeopleSoft HCM solutions.

Using HCL's powerful analytic tools and robust assessment methodologies, our experts can evaluate how your current HR function works. Then they help you build the business case for change – whether you are looking to upgrade your current PeopleSoft™ HCM environment, adopt a cloud solution, or implement a hybrid approach.

## Our Proposition

HCL understands the challenges that clients face. We have the experience, resources, and tools to help you capitalize on the most appropriate strategic direction for your HR technology landscape. HCL provides:

### Holistic Solution

To help you stay in step with evolving requirements in a fast-paced world, HCL offers full life-cycle consulting – from strategic HR technology assessment through solution delivery and ongoing maintenance.

### Center of Excellence

Our Oracle Center of Excellence offers a cost-effective way to benefit from world-class resources, leveraging valuable industry domain insights to accelerate the time to value for our clients.

### Best-Practices Methodology and Tools

HCL's field-tested methodologies, innovative tools, and proofs of concept give you a competitive edge – our expert consultants hit the ground running to help keep your business on the fast track to success.

### Global Presence

HCL operates as a single global organization, allowing us to deploy consulting teams that leverage proven industry and solution expertise to regional offices around the world. Because we understand country-specific needs and regulations, we can help you make informed decisions across your HR technology landscape.

### Comprehensive Service Portfolio

HCL helps you determine the optimal strategic path from a broad range of alternative solutions, including the following:

- Upgrade your on-premises PeopleSoft™ application to PeopleSoft™ HCM 9.2
- Adopt a new software-as-a-service (SaaS) or cloud-based HCM approach
- Implement a hybrid strategy where PeopleSoft™ HCM 9.2 coexists with Oracle Cloud Service

# Case Study

## Fortune 200 Diversified Financial Group

### The Client

A Fortune 200 diversified financial group of companies offers banking, investing, and insurance to people or families that serve or have served in the United States military. This client has nearly 25,000 employees and revenue in excess of US\$20 billion.

### The Problem

Application functionality of the current Oracle™ PeopleSoft HCM 8.9 system was under-utilized and the company faced many challenges, such as:

- Low adoption rate attributed to complicated user interface
- Extensive customization slowed system performance
- Numerous add-on systems increased integration and complexity
- Poorly deployed security caused concerns about sharing confidential HR data
- Manual business processes were time-consuming

### How HCL Helped

The client needed a vendor offering full life-cycle HCM capabilities to guide them to an optimal solution designed to meet current and future requirements.

HCL's highly skilled team performed full life-cycle consulting, from HR technology assessment through implementation. Key activities included:

- Performed detailed HR technology value assessment, including functional and technical proofs of concept to draw the HR technology road map
- Upgraded PeopleSoft™ HCM 8.9 as well as the PeopleSoft™ FSCM (Financials and Supply Chain Management application) to PeopleSoft™ HCM and PeopleSoft™ FSCM 9.2
- Redesigned and replaced customized business process with integrated functionality
- Implemented solutions for securing confidential HR data
- Deployed the Oracle™ Talent solution, including eProfile management

### The Benefits

The use of HCL's proprietary tools helped the client decrease transaction processing time by roughly 15%–20% and reduced customization by up to 30%. In addition, the new solution helped realize the following benefits:

- Improved usability and user satisfaction measured at levels exceeding 98% using HCL's robust analytics tools
- Reduced HR upgrade cycle from 14 months to 9 months
- Cut total cost of ownership by 50%, with reduced budget expense
- Completely replaced several PeopleSoft™ HCM 8.9 add-on processes through integrated PeopleSoft™ HCM 9.1 features
- Leveraged functional application enhancements, including 20 new capabilities identified and implemented as part of the PeopleSoft™ HCM and PeopleSoft™ FSCM 9.2 upgrade



## The Next Step

To help optimize your HCM strategy and accelerate time to business value from your HR investments, HCL offers a complimentary PeopleSoft™ HCM assessment.\* As part of this offer, our expert consultants will evaluate your current HCM landscape and recommend solution options designed to deliver the best value and fit for your requirements. This assessment also includes a detailed road map for implementing a comprehensive, end-to-end solution. To learn more, please email [hcleas@hcl.com](mailto:hcleas@hcl.com)

\* Offer is limited to organizations that contract with HCL for system integration services within 90 days of the assessment.

# About HCL

HCL Technologies is a leading global IT services company working with clients in the areas that impact and redefine the core of their businesses.

HCL's Enterprise Application Services division helps clients transform, sustain and evolve their businesses through the effective deployment of enterprise technology.

We are a leader in disruptive enterprise technologies including cloud, mobility, social media, big data & analytics, and engineered systems.

Focused on creating best run businesses, HCL leverages its strategic partnership with SAP, Oracle and Microsoft to deliver alternative solutions to accelerate business value for clients.

## 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 Oracle

HCL has been a certified partner in the Oracle Ecosystem for over 15 years and is a leading Platinum Partner. The HCL and Oracle relationship delivers value to its customers through industry-focused excellence, market-leading solutions, and orchestrated innovation across diverse resources.

Our global delivery team of 3,000 top Oracle consultants combines local Oracle business transformation expertise with world-class offshore model to deliver alternative solution to accelerate business value.

We are regularly ranked by analysts as #1 for client satisfaction.



**\$6.4**  
BILLION



**31**  
COUNTRIES



**90000**  
PEOPLE



HCL is the leader in accelerating the value of your Oracle investments.

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