



HUMAN CAPITAL
MANAGEMENT



HCL'S ORACLE HUMAN CAPITAL MANAGEMENT **CLOUD SOLUTION**



GET STARTED WITH A SIMPLE, FAST AND COST EFFECTIVE CLOUD BASED ORACLE HCM ADOPTION TODAY!

KEY FEATURES

- Pre-defined Processes
- Fully-functional Processes
- Reduced Costs
- Accelerated Timelines
- Fixed Deliverables
- Risk Mitigation

KEY BENEFITS

- Pre-configured best practice business processes
- Accelerated time-to-value through the use of prescriptive, best practice methodology
- A comprehensive approach to deploying Oracle HCM processes quickly and cost-effectively

RELATED SERVICES

You may also be interested in the following offerings from Oracle Consulting:

- Oracle Fusion Sales Cloud Solution in a box
- Oracle Fusion HCM Express Cloud Extension Solution

Delivered by HCL experts, Oracle HCM Cloud Solution in a box is an accelerated fixed fee, fixed schedule, fixed scope offering enabling organizations to quickly migrate HCM functions to the cloud and take advantage of all the cloud has to offer. Leveraging a broad set of robust preconfigured templates, tools, and accelerators, that constitute to the toolkits, HCL can quickly enable your HR teams into higher levels of agility and flexibility aimed at becoming a truly “employee centric” organization. Led purely by business benefits – the offering is focused on effective workforce management, enhanced cross departmental collaboration, and superior analytics for lightning speed reaction times.

OVERVIEW:

Designed for organizations committed to adopting cutting edge cloud HCM strategies, HCL’s Oracle HCM Cloud Solution in a box is great way to accelerate an actionable cloud strategy in a short 14-week to 16-week time frame. Preconfigured HCM Toolkits can be enabled with an added ability to customize the solution across various HCM functions with al-a-carte capabilities including Talent Acquisition, Objective Setting, Performance evaluation, Compensating employees, and Reviewing Talent. These preconfigured toolkits come equipped with rapid accelerators including predefined data migration packs to some of the common applications aimed at delivering a production ready system in as few as 14 to 16 short weeks.

SCOPE:

Preconfigured HCL Toolkits include:

HCL offers the following preconfigured packs based on general objectives. You can mix and match the packs based on your organization’s business needs:

- Taleo Talent Acquisition (Recruiting, Onboarding/Off-boarding, and Learning Management): Make recruiters and hiring managers more effective with intuitive recruiting tools. Select the best candidates using multi-tiered screening and assessments. Target top candidates using high performer profiles. Proactively monitor the onboarding process and reduce bottlenecks to ensure new hires have everything they need on their first day. Create a personalized portal for all new employee information and forms. Provide new hires with learning and development activities that they can start working on from day one.
- Fusion Goal Management: Fusion Goal Management enables the setting and tracking of goals across the various levels of the organization, supporting an ongoing performance conversation throughout the year. Business leaders communicate high level initiatives and managers and workers can collaborate to set goals that align to the organization’s direction. Supports development plans for employees to track their personal growth and career development. Faster work collaboration among employees. Link goals to shared work spaces with a full suite of collaborative tools including forums and wikis. Integrate with Oracle

Fusion Performance Management to enable a point-in-time evaluation of goal achievement.

- Fusion Performance Management: Enables workers and managers to easily see where they are and move smoothly through the process. Provides context-based guidance and decision support to help managers easily and intelligently complete evaluations. Support managers and HR administrators with embedded intelligence that provides efficient monitoring and managing of the overall performance management process.
- Fusion Workforce Compensation: Empowers organizations to attract, motivate and retain talent through strategically planning, allocating and communicating compensation. Integrate with talent management to foster a strong ability to provide appropriate pay for performance. Make better business decisions based upon best-in-class analytics and a total compensation view of an employee or a group of employees at the same time.
- Fusion Talent Review and Succession Management: Harness both formal data such as past performance reviews, and informal data such as kudos from peer employees. Identify and assess top talent. Ensure you are developing the right talent for the right jobs. With Talent Review and Succession Management, you can manage your leadership pipeline through the use of talent pools.
- Fusion Core HR, Benefits and Payroll Interface: Oracle Fusion HCM Cloud Applications are the most comprehensive, most integrated and most flexible suite of cloud-based HR software available that comprise fully integrated modules for three key areas: Core HR, Payroll and Benefits. Payroll Interface enables to capture personal payroll information, such as earnings and deductions, along with other data from Oracle Fusion Human Capital Management, and send that information to a third-party payroll provider. Benefits module enables employees to enroll into Benefits, processes life events and transmits data to Benefits Vendors.

In addition to these preconfigured tool kits – HCL brings specific accelerators that truly help your organization achieve the win. Predefined data migration packs allow for easy data loading into Cloud system from most common applications including Oracle E-Business Suite, Oracle PeopleSoft, SAP, SuccessFactors, etc. Additional

plugins are available for common legacy applications including Siebel, PeopleSoft, and more. HCL’s Global Cloud methodology allows for a scripted 14 to 16 week project encompassing focused requirements and process definition, conference room pilots, streamlined testing, and fast deployment of the solution. HCL leverages an efficient blend of onsite and offshore development teams for 24 hour productivity. HCL offers life cycle acquire to retire consulting providing information on leading practices and working with you every step of the way on your HR transformation journey -- from strategy, roadmap, implementation, to application support and business process outsourcing.

ARE YOU A CANDIDATE?

Organizations are rapidly adopting the cloud as an efficient way to divest of expensive infrastructure, increase speed to market, and enable a truly anywhere/anytime business model. Focusing on core competencies and becoming a real customer centric organization is the key to success in an often crowded and commoditized market with razor thin differentiation strategies. Enabling an effective and mobile sales force aimed at growing the top line combined with reducing the IT spend and the bottom line is the path to true profitability and absolute competitive advantage. HCL’s Fusion HCM Cloud Solution in a box is an enabler of both top line and bottom line strategies.

HOW ARE WE DIFFERENT?

As a full service provider of transformative consulting, application delivery, and support & maintenance – HCL can be your single provider to offer a complete set of services. Our consultants, part of HCL’s Center of Excellence (CoE) are seasoned professionals with years of delivery experience and understand how to optimize the delivery of Oracle products in their respective industries. We can provide your business with tightly integrated, comprehensive, and a superior level of service at highly competitive pricing by leveraging our toolkits.

Getting Started
To learn more and
setup an initial
consultation please
contact HCL at
hcleas@hcl.com



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