

Onfinitve Technology HCM SOLUTIONS

Business Problem

Many Human Resources departments are using IT automation to improve the entire employee experience and enhance people management within their organization.

From streamlining and automating the employee onboarding process to managing day to day activities like timecard reporting, expenses management and employee performance, there are many time consuming manual processes that can be automated to improve efficiency.

It's also difficult to manage the overall headcount of an organization. Understanding the number of employees, total employee cost and the geographic distribution of people can be challenging without the right analytical tools. Clarifying recruitment and employee termination data can help to draw a picture of the dynamic nature of a company's employee base but this information is not readily available in most organizations.

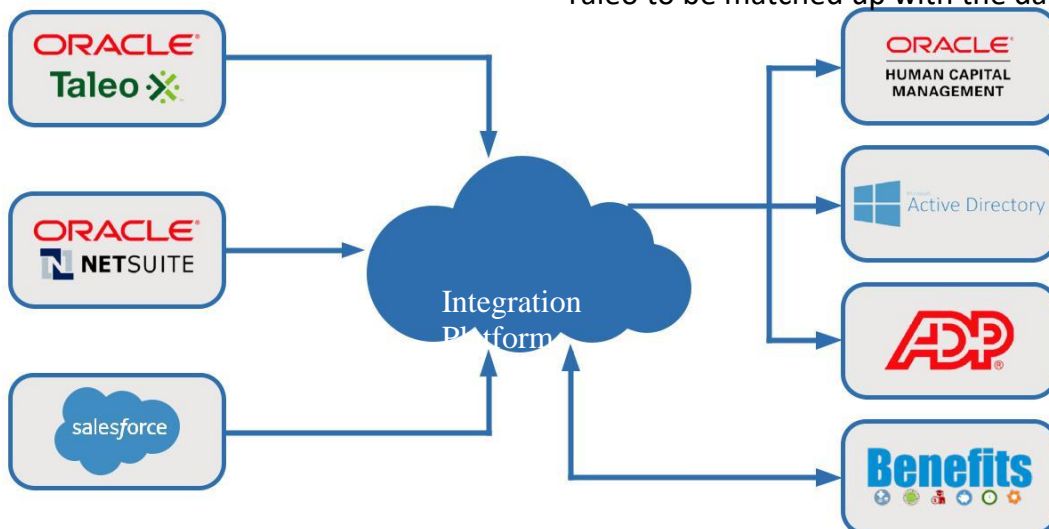
Solution

When someone joins a company there are many IT systems that need to be updated. These include ERP systems, Time Management and Expenses systems as well as CRM and Payroll and often many others.

Streamlining this onboarding process and increasing its efficiency is a major objective of many HR leaders and CIOs.

Onfinitve Technology's has integrated the following applications; Taleo, Salesforce, ADP, Concur, and a variety of ERP systems including NetSuite ERP and Oracle E-Business Suite. As a result of these application integrations, Onfinitve Technology's has built up a library or reusable components that can be used to accelerate similar integration projects.

Onfinitve Technology's has created APIs and a library of templates using the leading integration platforms to simplify and speed up the employee onboarding process. These templates enable the data fields in Taleo to be matched up with the data fields in other



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systems such as Oracle HCM and ADP payroll. This allows data integration to be set up very quickly so for example a new employee's social security number and other personal data like name and address can be automatically added to multiple HR systems simultaneously.

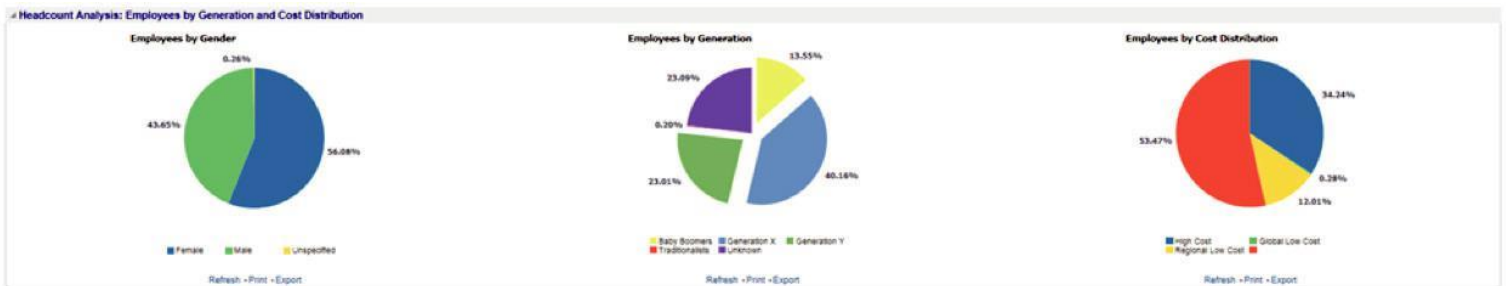
Taking care of employees and managing the business as efficiently as possible lead many companies to implement an HR system to manage payroll, benefits and performance management. Oracle HCM Cloud is one example and for organizations implementing this system for the first time or migrating to Oracle HCM Cloud from Oracle E-Business Suite (EBS then Onfinitive Technologys Services for Oracle HCM Cloud can help. Services include:

- Analysis of existing HR Systems and planning for migration to HCM Cloud
- Design and Implementation of Oracle HCM Cloud
- HR data migration from existing systems to Oracle HCM Cloud
- User training and continuing Managed Services

Existing Human Resources data may be stored in an Oracle database or in a series of spreadsheets and other documents and extracting the data, formatting it for Oracle HCM and then uploading the data to the cloud has been a time consuming and error prone activity. That's why Onfinitive Technologys has developed reusable code and templates that dramatically accelerate this process.

Once these systems have been implemented, ensuring that the business has the right people with the right skills and experience in the right place to meet the needs of your customers can still be very complex. Onfinitive Technologys HR Analytics for Workforce Management provides detailed information from HR data to support decision making for:

- Overall Headcount
- Workforce Additions – Talent Acquisition
- Workforce Reduction – Employee Separation and Termination



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Analysis can very clearly show the number of employees by region, division or job level. Job vacancies by skill type, salary range and geography can also be shown and these pre-built reports are quick and easy to deploy. These graphical reports can support decisions such as the implementation of a retention bonus for employees who have completed three years of service after it was noticed that employee resignations showed a significant rise after three years with the organization.

Benefits

The Onfinitive Technology's Accelerator for Oracle HCM Integration with ERP Applications will significantly shorten the time, and reduce the cost, involved in new employee onboarding. This will allow HR staff to complete other activities that support the employees or to accelerate the broader new hire process. Managing employees with a Human Capital Management system can reduce costs because fewer HR professionals will be needed as the business grows. HR analytics improve decision making because the clear graphical reports turn HR data into actionable information.