



CUSTOMER GO-LIVE ANNOUNCEMENT

Global Engineering Company

Using Oracle Cloud HCM to increase organizational efficiencies and modernize the employee experience

OVERVIEW

Our client is a world-leading engineering and technology organization with a 60-year history of delivering some of the world's largest and most complex engineering and construction projects. They leverage their engineering and technology expertise to develop new projects in hydrogen, sustainable chemistry, biofuels, and CO2 management/decarbonization, in addition to other solutions.

Our client made the decision to replace their legacy HCM solutions with a move to Oracle Cloud, and at the same time to refine their payroll processes and integrations to enable their global HCM and multiple ERP (SAP, IFS, EBS, local) systems to interact seamlessly. The project presented challenges across complex data conversion, process change and a tightly integrated IT landscape. Our client approached us define a plan for executing their objectives, as well as delivering to a tight timeline in an organization undergoing significant change.

THE CHALLENGE

Energy companies are under constant pressure to increase efficiency and reduce operating costs. To meet these needs, our client wanted to align two sets of organizational structures and streamline and standardize global processes following a landmark merger and subsequent split.

A primary focus area was HCM, where the vision was to deliver a common employee experience to underpin the separation into a newly formed independent company and increase personal development opportunities for a more flexible workforce. Another core focus area was to increase analytics accuracy to optimize decision making.

THE SOLUTION

With streamlined processes and access to real-time data, our client was able to successfully implement Oracle Cloud HCM. The new system supports nearly 19,000 employees across 30 countries.

The solution involves numerous upstream and downstream integrations, including Master Data Management, Active Directory, various legacy ERP systems, multiple external applications and Payroll interfaces. It also included data migration from Oracle EBS, SAP, and other local source systems. Inoapps ensured successful implementation and deployment globally, as well as setting the client up for future successful adoption of Oracle Cloud ERP.

ORACLE CLOUD SOLUTIONS IMPLEMENTED



HCM



Talent Management



Performance



Recruiting

WHY INOAPPS

Inoapps has provided services to our client for over 10 years, delivering results with EBS, OCI, Managed Services, Cloud ERP, and Cloud HCM.

We are a proven Oracle cloud partner with a successful track record of delivering multi-pillar Oracle Cloud implementations to the Engineering and Construction sector. Our client values our strong alliance with Oracle and the work we put into helping them understand how Oracle products are of benefit and best used within their industry, as well as define a strategic roadmap and enable user adoption

CONNECT WITH US

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