



GKN Wheels & Structures

A CUSTOMER

SUCCESS STORY ▶



GKN WHEELS & STRUCTURES TRANSFORMS HR PROCESSES WITH ORACLE HCM CLOUD

The Challenges

As part of a structural change in GKN plc, GKN Wheels & Structures (GKN W&S) was tasked with finding a new HCM solution to replace the legacy system, which had been used company-wide. The customer wanted a faster, more efficient and cost-effective way to improve how its HR systems work. The Human Resources team were challenged to introduce a new global platform that would become the single source of data for various business processes, including recruitment, holiday bookings and goal management. The implementation had to be achieved within a 3-month timescale.

The Solution

GKN W&S selected Inoapps to implement Oracle HCM Cloud for approximately 1,700 users, across 5 countries, including the United Kingdom, Denmark, Italy, the United States and China. The implementation included core HR functionality and elements of recruitment, absence and goal management and was completed within the allotted 3-months.

Due to the challenging timescales involved, the customer had to make difficult decisions about what were the critical elements to the project and what aspects should wait for future implementation or enhancements. The Inoapps teams' expert knowledge of the Oracle solutions involved was fundamental in guiding the customer successfully through this process.

Since the implementation, GKN W&S's new Oracle HCM Cloud solution has become the one source of data globally for various business processes due to GKN W&S's confidence in the system and the accuracy of the data in the system.

Because of the implementation, the customer has improved its processes, enhanced the user experience for employees, streamlined access to data and built a foundation for future growth.

Inoapps Added Value

GKN W&S has a high volume of employees who don't have their own business email address because of the nature of the work they do. This presents a challenge when it comes to administering their password reset requests. Inoapps was able to provide a solution to this challenge by implementing its innovative SecurePass product. This provides employees with a self-service option for resetting their password using their mobile phone, reducing the administrative burden on GKN W&S's IT team that manual resetting of passwords presents.

Working closely as one team with GKN W&S, the Inoapps project team was also able to offer advice on how to get the most from the Oracle HCM Cloud technology. For example, by introducing the customer to Infolets as a quick and easy way to view and interact with high level data.

Customer Profile

GKN Wheels & Structures is the world's leading manufacturer of off-highway wheels, and major supplier of structural assemblies. The history of the company dates back to 1910 but it can trace its origins right back to the industrial revolution. It now delivers to customers and markets globally, with manufacturing bases in China, Denmark, Italy, the UK and the USA as well as three major, world-class test centres in Carpenedolo, Italy, Woodridge, Illinois, USA and Telford, UK.

▶ PRODUCTS & SERVICES INCLUDE:

- ✚ Oracle HCM Base Cloud
- ✚ Oracle Recruiting Cloud
- ✚ Oracle Fusion Goal Management Cloud Service
- ✚ Inoapps SecurePass

▶ BENEFITS

- ✚ Streamlined access to data with a single source across the business
- ✚ Legacy systems and manual processes were replaced with the best-in-class Oracle HCM Cloud
- ✚ Significantly enhanced reporting to assist decision-making
- ✚ The customer adopted the SaaS module philosophy and has taken complete ownership of its processes from a functional perspective
- ✚ Improved manager access to data and information, encouraging ownership
- ✚ Provision of an enhanced service to employees with the introduction of Employee Self Service
- ✚ Reduced administrative burden of password resets on the Helpdesk team

Why Inoapps

GKN W&S selected Inoapps as its implementation partner because of its reputation as an expert Oracle Cloud implementer and its willingness to meet the customer's aggressive implementation timescale.

"The Inoapps project team was flexible and gave the project focus and commitment. They acted quickly to address issues and were able to guide us with solutions and compromise where appropriate. They were instrumental in enabling us to achieve our challenging internal deadline for the implementation."

Emma Owen
HR DIRECTOR



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