

- **Industry:** Medical Devices/Hi-Tech
- **Region:** NA, Europe, APAC

Summary

Migrating from ADP Workforce Now and Taleo to Oracle HCM Cloud allowed Masimo to consistently deliver global compliance reporting for 25+ countries. Business processes were streamlined, eliminating several manual processes and paper forms.

About

The customer is a global medical technology company that develops, manufactures, and markets a variety of noninvasive patient monitoring technologies, hospital automation solutions, home monitoring devices, ventilation solutions, and consumer products.

Results

- A vastly improved candidate experience with Oracle Recruiting Cloud
- Checklist functionality eliminated 50+ paper on-boarding forms and saved 1000+ hours of data entry to ensure data accuracy
- A much-improved compensation planning cycle with global planning, budgeting, and approval processes all within a unified system
- A consolidated view of global employee data in a single instance



Benefits Achieved

- A unified platform for their global workforce spanning 25+ countries
- Cloud Recruiting allowed seamless data transfer between recruiting and Core HCM to create efficiencies across HR functions
- Oracle HCM now supports a global HR system with streamlined Onboarding and Offboarding processes
- Onboarding paper forms were replaced with Oracle Checklists and integrated with DocuSign
- Hire to pay processes were streamlined through use of Individual Compensation Plans, custom offer templates, and ADP Databridge file transfers
- A single, global Workforce Planning modeling and budgeting tool



Challenges & Objectives


- Disconnected recruitment process without integration resulted in double entry of data and longer time to fill for global recruitment efforts
- Employee history maintained in excel with paper-based forms for on-boarding and off-boarding
- Reduction of manual entry points between hiring an employee and processing payroll
- Multiple standalone systems with no integrations
- Compensation planning performed in excel presented data security role challenges for global employees

Products:

Core HCM
Recruiting Cloud
Workforce Compensation
Checklists
ADP Databridge

Legacy Platforms:

ADP Workforce Now
Excel-based comp tool
Taleo

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