

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

Summary

Migrated from ADP Workforce Now and Taleo to Oracle HCM Cloud- allowing Masimo to consistently deliver compliance reporting on a global basis, thus directly translating to cost savings driven by compliance reporting procedures. Global roll-out for 25+ countries.

About

Masimo (MASI) 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 much-improved candidate experience with Oracle recruiting cloud
- Utilized checklist functionality to eliminate 50+ paper on-boarding forms that saves 1000+ hours of data entry and ensure data accuracy
- A much-improved global compensation planning cycle with global planning, budgeting and approval process all within a single system
- A consolidated view of global employee data in a single instance for the very first time



Benefits Achieved

- A unified platform for its global workforce from 25+ countries
Implement Cloud Recruiting to allow seamless data transfers between recruiting and Core HCM freeing up company time across multiple disciplines.
- Implement Oracle HCM to support a global HR system with streamlined Onboarding and Offboarding process. Paper forms were replaced with Oracle Checklists and integrations with DocuSign.
- Streamline hire to pay process using Individual Compensation plans, custom offer templates and ADP Data bridge file transfer.
A single global model and budget for workforce planning



Challenges & Objectives

- Disjointed recruitment process which was not tightly integrated resulting in double entry of data as well as a longer time to fill for recruitment efforts globally
- Employee history maintained in excel with paper-based forms for on-boarding and off-boarding.
- Too many manual entry points between hiring an employee and payroll. Multiple standalone systems with virtually no handshaking between them
Compensation planning performed in excel with multiple security challenges with employees in Europe

Products:

Core HCM
Recruiting Cloud
Individual Comp
Workforce Comp
Checklists
ADP Databridge

Legacy Platform:

ADP Workforce Now
Excel based comp tool
Taleo

 +1 (877) 723-5474

 info@camptratech.com

 1309 W 15th Street Suite 240 Plano TX 75075, USA