

- **Industry:** Retail
- **Region:** North America, Europe, APAC

Summary

Lawson was the primary source for HR Data and the customer had over five systems tracking employee information. Performance cycles and compensation planning were performed in multiple disparate systems. With Oracle Cloud HCM implementation, they were able to consolidate all information into a single platform.

About

The Customer is a publicly traded consumer retail company that sells kitchen-wares and home furnishings. It is one of the largest e-commerce retailers in the U.S., and a member of the FORTUNE 500 Companies.

Results

- Reduction in data conversion process cycles reduced to less than a week with 99.9% accuracy for 450k employees
- Enabling self-service and mobile improved employees' user adoption and reduced data errors and HR/IT calls for support
- Using Oracle Cloud for Recruiting, HCM and ERP as a single application reduced redundant data entry and improved global compensation planning and modeling
- Custom solution for complex role provisioning streamlined hiring of mass new hires.



Benefits Achieved

- Reduction of data conversion cycle (active and historical data) to less than a week (for 450k employee records) with 99.9% accuracy
- Automated custom solutions with minimal user intervention for Complex Role Provisioning
- Successful transformation to cloud from multiple on-premise systems resulted in consolidated data for leadership reports and requested metrics
- Automated integrations built for Fieldglass, Infor, Kronos Time Systems, and more to reduce manual keying an updates
- Created complex comp modeling sheets, consolidated systems
- Development of mass termination audit tools streamlined termination seasonal events



Challenges & Objectives

- High volume of data for current and term employees (450k employees with millions of lines of data)
- Extremely complex organization setup
- Over 30 third-party integrations many not being automated
- Very complicated security access and approval rules High complexity reports with complicated layouts
- Bulk seasonal hires, terminations, and pay changes
- Multiple employee data systems presented problems with running reports needing data from multiple sources
- Multiple compensation planning tools in place

Products:

Recruiting
Self Service
Talent Management
Workforce Comp
Cloud ERP

Legacy Platform:

Infor
Fieldglass
Lawson
Kronos

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