

■ **Industry:** Bio Tech
■ **Region:** North America, Europe

Summary

Migrated from ADP/Paper-based employee management to Oracle. Global reporting capability in Oracle Cloud HCM increased efficiency with an estimated annual savings of over \$50,000 USD.

Implementation was performed 100% remotely from start to finish.

About

The customer develops precision therapies, with the goal of transforming patient care. These goals include multiple programs for genomically defined cancers, rare diseases, and cancer immunotherapy in the United States and Europe.

Results

- \$50k+ USD annual savings on global reporting
- Data accuracy improved to 99.9%
- Compensation planning cycle reduced to 2 weeks from the previous 5-6 weeks
- Benchmark against market data within the application while performing compensation planning
- 90% of benefits open enrollment completed in the first week

Camptra Technologies



Benefits Achieved

- A unified platform for their global workforce
- Workforce Compensation planning was reduced to 2 weeks compared to 5-6 weeks in the previous years
- Self-service capabilities for employees in 8 + countries that eliminated manual and paper-based transactions
- Corrected HCM and ERP's highly complex data discrepancies in their production environment



Challenges & Objectives


- Oracle Cloud ERP was previously implemented with data discrepancies between Oracle Cloud ERP and Legacy HR system
- Workforce Structures were incomplete in existing Oracle Cloud
- Highly complex compensation cycle (merit, bonus, and stocks) were maintained in Excel
- Additional HR System for non-US employees provided no visibility across the organization
- Data extraction from legacy HR was highly ineffective and required extensive manual validations

Products:

Core HCM
Benefits
Individual Comp
Workforce Comp
Checklists
ADP Databridge

Legacy Platform:

ADP Workforce Now
Excel-based comp tool
Paper-based tasks

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