

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

Summary

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

Implementation was conducted from start to finish as 100% remote.

About

The customer develops medicines for people with cancer and hematologic disorders, and multiple programs for genomically defined cancers, systemic mastocytosis, and cancer immunotherapy in the United States and Europe.

Results

- 25-30k USD annual savings on global reporting alone
- Data accuracy improved to 99.9%
Compensation planning cycle reduced 2 weeks from previous 5-6 weeks
- Ability to compare with market-data while performing compensation planning
- 90% of benefits open enrollment completed in the first week itself



Benefits Achieved

- A unified platform for its 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 avoids manual and paper-based transactions.
- Completed the highly complex process of correcting employee personal and employment data in a live system
- without affecting any pending approvals in ERP.



Challenges & Objectives


- Oracle Cloud ERP implemented in 2017 with employee data discrepancy between Oracle Cloud and legacy HR
- Incomplete workforce structure data in existing Oracle Cloud.
- A highly complex compensation cycle (merit, bonus and stocks) all maintained in excel
- Lack of standardized Applicant tracking system.
A completely different HR system for
- non-US employees with no visibility across countries.
Data extraction from legacy HR was highly ineffective.

Products:

Core HCM
Benefits
Individual Comp
Workforce Comp
Checklists
ADP Databridge

Legacy Platform:

ADP Workforce Now
Excel based comp tool
Paper based tasks

 +1 (877) 723-5474

 info@camptratech.com

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