

ORACLE HCM CLOUD IMPLEMENTATION

for a Global Leader of Ophthalmic Lens Technology



Services: Enterprise Application

OVERVIEW

The client is one of the global leaders of ophthalmic lens technology who provides eye care professionals with high-quality lenses, top-notch integrated systems, training, services, and more.

The project's main objective was to leverage Oracle HCM Cloud to standardize HR practices globally, promote internal mobility, and implement global performance and talent management processes. The client has over 15,000 employees in over 30 countries, and we helped them implement a digitized HR system.

CHALLENGES



To overcome multiple HR data silos with local HR systems and manual data management



No effective system in place to establish talent management processes



Optimizing and modernizing an inefficient system architecture



No clear visibility of HR data insights for senior leaders and finance teams



To enhance HR data quality, traceability, and data protection

SOLUTION

ACL Digital partnered with the client to provide a complete HR solution to enhance the employee experience. We leveraged Oracle HCM to provide a comprehensive solution involving every human resource procedure from the beginning to the end. Solutions we offered include:

- Rapid deployment of Oracle HCM Cloud
- Configured opportunity marketplace
- SSO with Azure AD
- Integration with MS Outlook
- Complex headcount report to support the finance department
- Change management support via cloud adoption services
- Advisory on recruiting, talent management processes
- Integration with MS Outlook
- Mobile user experience
- Launched core HR, recruiting, onboarding, performance, and talent management for 5,000 white-collar workers in 6 months spread across 33 countries

CUSTOMER EXPERIENCE

A Better Experience for Employees and Managers

"Oracle HCM Cloud enables our customers to streamline processes and enhance our HR systems with additional talent and performance management and recruiting capabilities. These processes are now much more aligned with an efficient workplace." – **Program Director**

Powering Your Business

ACL Digital deployed Oracle Cloud HCM to modernize human resources, standardize recruitment, and cut costs. Below are the modules we implemented:

- Goals and performance management
- Talent review and succession management
- Configured opportunity marketplace
- SSO with Azure AD
- Integration with MS Outlook
- Mobile user experience



Mobile Application

Apple iOS
Android
Mobile Web



Supported Countries

100+ Countries and regions



Supported Languages

38 Languages



Team Size

14 Members

OUTCOMES

- › Established a global HR application for its entire organization
- › Enhanced the visibility of data and information
- › Streamlined process for managing data from a single source
- › Enhanced user experience on mobile platform
- › Eliminated redundant processes in a separate approval management system



CONCLUSION

To meet the business requirements of the client, ACL Digital identified the need to accelerate HR data management processes through digitization. Towards this end, we implemented the goal-setting process within eight weeks, so far, the first in the ASEAN region. Also, the client is our first customer to adopt the new opportunity marketplace product for internal mobility. Get in touch with ACL Digital for more information.

ACL Digital is a design-led Digital Experience, Product Innovation, Engineering and Enterprise IT offerings leader. From strategy, to design, implementation and management we help accelerate innovation and transform businesses. ACL Digital is a part of ALTEN group, a leader in technology consulting and engineering services.

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