Infosys®

Building Tomorrow's Enterprise

Human Capital Management Practice

Infosys' Human Capital Management (HCM) practice uses PeopleSoft, SAP and Oracle ERP packages along with products such as Kronos and Workbrain to help clients differentiate and achieve operational excellence. Drawing on our tools and processes, and backed by a HCM Center of Excellence, Infosys ensures robust implementations, rapid rollouts and zero-risk upgrades.

Centre of Excellence

The HCM CoE is equipped with a HCM Solution Center, a unique HCM knowledge source. The CoE focus areas include training, knowledge management, solutions development and methodologies. It leverages strategic partnerships with the platform providers.

Solutions

Operational Risk Management

The Operational Risk Management Solution provides a customized framework to manage the entire operational risk lifecycle caused by inadequate or failed internal controls due to process, people and systems.

Enterprise Application Migration

The Enterprise Application Migration Solution enables organizations to arrive at an optimal organization-specific application roadmap. It helps to achieve accelerated and risk mitigated transformation, or supports an organization on its current ERP application till it is ready to transform from one ERP application to another.

Key Success Stories

Telenet, a leading telecom company in Belgium, provides broadband Internet, multimedia, fixed-line telephony and TV services. Telenet needed to integrate across multiple systems to sustain its growth strategy and to address Belgium-specific statutory needs with minimal costs.

With Infosys' solution, Telenet achieved its objective of integrating the HR system with the existing Oracle Financial modules. The solution streamlined Telenet's HR processes and improved its HR-readiness.

Customer Speaks

"Human Resources and related management are very critical for Telenet's growth strategy. Infosys has helped us meet this challenge predictably, by streamlining our critical HR processes using the Oracle E-Business Suite. This implementation using Infosys' global delivery model has not only increased our efficiencies across various processes but also given our business managers more time to focus on strategic initiatives to drive further growth. We are very happy with the functionalities offered by Oracle and Infosys' strong consulting & domain expertise that helped us achieve the best results out of this implementation."

- Verlinden Rudy, ERP Program Manager, Telenet

Service Offerings

Infosys' HCM Practice provides the complete range of HR services, including HR consulting, HR technology and HR outsourcing.

HR Consulting

- HR Strategy and Roadmap
- Talent Management
- HR Scorecard
- Training Effectiveness
- Employee Performance Management
- Compensation & Benefits

HR Technology

SAP ORACLE PEOPLESOFT WORKBRAIN KRONOS

Services & Solutions

- HRIT Strategy Formulation
- Package Evaluation
- Package Implementation
- Upgrade
- Custom Software Development
- Deployment & Rollout
- System Integration
- Production Support

HR Process Area

- HR Scorecard
- HR Analytics
- Portals & Self Service
- Recruitment
- Learning Management Solutions
- Payroll Solutions
- Benefits
- Workforce Management

HR Outsourcing

- HR Administration
- Benefits
- Claims
- Payroll

When combined with our HCM offering, the following services can help your enterprise realize greater competitive benefits.

Infosys Consulting

Provides you with strategic differentiation and operational superiority, assessments, proprietary industry analyses & projects structured around beating the competition.

Business Intelligence

As data volumes grow, extracting knowledge from the data will be a challenge. Our business intelligence solution is designed to deliver that power to you enhancing your customers' experiences, by designing real-time data warehouses.

Enterprise Application Integration

Make the whole of your IT applications much greater than the sum of its parts. Infosys leverages Global Delivery Model (GDM) to deliver immediate and dramatic productivity growth like no one else can.

Modular Global Sourcing

A strategically mature alternative to total outsourcing and ad-hoc offshoring. Align your sourcing strategy to your business strategy, modularize your applications and processes and leverage the power of the Global Delivery Model (GDM).

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For more information, contact askus@infosys.com

About Infosys

Many of the world's most successful organizations rely on Infosys to deliver measurable business value. Infosys provides business consulting, technology, engineering and outsourcing services to help clients in over 30 countries build tomorrow's enterprise.

For more information about Infosys (NASDAQ:INFY), visit www.infosys.com.

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