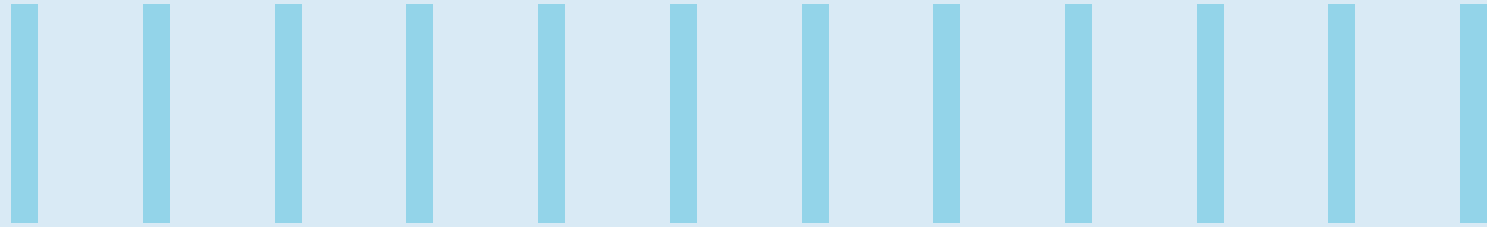





PEOPLE OF THE WORLD: GLOBALLY STANDARDIZED HR



A man with a beard and short hair, wearing a light blue shirt and a dark grey vest, is shown from the chest up. He has his hands clasped in front of him and is looking slightly to the right with a thoughtful expression. The background is a plain, light-colored wall.

People can be very stubborn. They are creatures of habit, who like doing things their way. Even when a far better way comes along, it can be hard to persuade them to change their ways. So when our client wanted to harmonize HR systems across the world to a modern, cloud-based solution, in order to create personalized and responsive HR processes, we had to create something that not only worked across geographies, but also something that would convince people to break their habits.

Infosys®

PROBLEM

Our client, a global insurance company with annual revenues exceeding US\$150 billion had already decided to move from an on-premise legacy system to Oracle cloud. This was when they saw the opportunity to standardize and unify their highly fragmented HR applications across the enterprise to offer personalized HR services and approached Infosys for help.

The client accepted our proposal to implement Oracle Human Capital Cloud to take care of their talent recruitment, onboarding and management needs. But the catch was that each geography ran as a separate operation. This meant that we would have to implement the solution centrally and deliver results that were impressive enough to entice the people in various regions to adopt.

SOLUTION

We knew that the only way to make this work was to carry everyone along. We decided on a two-track approach, the first of which was a “workforce management track” to harmonize processes completely across all countries in consultation with “challenger groups” from each geography. This exercise helped us to understand the challenges and requirements in different countries and shape a vision for the new system. The insights gleaned from this first track informed the second track, which was all about creating a central-first operating model. By creating a solution centrally, and then demonstrating and implementing it globally, we achieved greater standardization, a modernized employee experience, and reduced operational workload for HR and line-management.

**ROLLED OUT
TO OVER**

90,000

**EMPLOYEES IN
30 COUNTRIES**

BETTER ROI

**BY MOVING TO
SAAS-BASED
MODEL**

Since the project began, we have implemented Oracle Human Capital Cloud in 30 countries touching 90,000 employees. With a modern, unified solution in place, the company benefited from the cost-efficiencies of a cloud model. The solution also gave line managers and HR teams access to accurate management information, and reduced their operational workload. Employees gained a modern, personalized interface from where they could access and control their own data without the need of an intermediary. In fact everyone gained – even though they may have been reluctant to admit it at first.

**WE DID THIS FOR THEM.
WE CAN DO IT FOR YOU.**

**Find out more about
how we can help
you achieve global
harmonization.
Reach out to us at
askus@infosys.com**