INFOSYS HCM CLOUD BOARDING SERVICES

- 'Strategy to solution deployment' of Oracle HCM solutions

Urbanize HR IT using Oracle HCM Cloud

Align to HR strategy

Redesign talent management

Engage millennial and digital workforce

Infosys®

Our HCM Cloud Capabilities

- We have one of the largest human capital management (HCM) talent domain and package expert pools. In addition, supported by one of the best Oracle HCM Cloud Center Excellence team in the industry

- Delivered many of the much talked about HCM Cloud success stories across 25+ engagements globally

- Most invested Oracle partner, with Fusion HCM co-development @ 3000+ person months of experience on Oracle Fusion Applications

- 400+ Oracle HCM Cloud trained consultants, and 160+ HCM Cloud certified experts

- We are the only system integrator (SI) with HCM PaaS solution experience

Our Credentials

- Multiple HCM and Talent Cloud engagements across the globe

- Talent Cloud implementation for a retailer with 650 stores, six countries, and in two languages in just 32 days!

- HCM and Talent Cloud implementation for a European client in 16 weeks!

- OOW specialized partner for PaaS Cloud, in 2015

Our approach is driven by HR business imperatives

- Improve the cycle time of hiring
- Increase payroll accuracy
- Enhance talent retention
- Reduce number of legal lawsuits due to poor HCM audits
- Eliminate HR data discrepancies
- Provide HCM mobility

- Human resources (HR) metrics dashboard-driven HR implementations
- Best practice based HR process maps
- High touch HR applications

Our differentiation

1. Tools, accelerators and methodology

| Rapid implementation workbench | iCAS data migration tool | Oracle certified rapid start implementation methodology | iCAS testing automation tool for HCM Cloud |

2. Our offerings on HCM Cloud

Strategize — Using our HCM Cloud Consulting Services

Implement — Using our Rapid Value Implementations (SME) or Metrics driven HCM Cloud Implementation

Upgrade — Using our HCM Cloud upgrade service offerings

Maintain — Using our shared services based AMS model

3. Feature enhancements

- Prebuilt HR analytics dashboards with 100+ prebuilt reports
- Taleo – Fusion HCM Integration solution
- PaaS bolt-on solutions
- Taleo BO to OBI report conversion

Infosys has developed a HCM Cloud boarding solution to engage with customers moving onto Oracle HCM Cloud solutions

Process Centric
- HCM Cloud product selection
- Process harmonization
- HR shared services setup
- HR business process design

Technology Centric
- Rationalization of HR IT apps
- Integration architecture strategy
- Overall data management strategy

People Centric
- Total cost of ownership
- Organization change management

Approach
- Implementation methodology
- Integration approach
- Data migration approach
- KPI / business value delivered
- PaaS bolt-on development
- Change management approach

Timelines
- Accelerators to expedite timelines
- Tools / automation
- Cost / Pricing
- Flexible pricing models

Anti-Fragile
- Monthly patching
- Enhancements
- Suitable AMS model

Future Proof
- Implement new modules
- Version upgrades

Cost / Pricing
- Pay-per-use pricing
- Shared services support

Customer challenges

Our solution offerings

Consulting / advisory Services
- HCM Cloud product selection
- HCM IT apps rationalization
- HR process harmonization or BPR
- Setup HR shared services
- Define HR KPIs and metrics
- Data migration, integration and HCM coexistence strategies
- Organization change management / user training activities

Customizable POVs, strategy and approach papers are available - covering experiential knowledge and best practices

- Oracle certified rapid start implementation methodology
- Time tested organization change management delivered by experts
- HR metrics driven implementation approach to enable alignment to end state KPIs

Rapid implementation workbench with pre-built HR process maps
Automated HCM coexistence solution to help in total data migration
Testing automation tool on HCM Cloud
Pre-built PaaS bolt-on solutions bundled as part of implementations.

- Standard AMS support services executed under global delivery model
- Automation of regression testing during the planned version upgrades and minor enhancements
- Automate ticket resolution by providing self-help and self-healing techniques

Shared support CoE (center of excellence)
Automation of repetitive incident resolution using self-help and self-heal

Benefits to customers

- Improve your "First time Right" metric by 30 percent
- 100 percent data-driven strategy definition
- 10 – 20 percent faster decision making process on key decisions related to strategy

- 95 percent on-time and on-budget implementations
- Reduction of 20 – 25 percent of effort, and elapsed time across the implementation lifecycle
- HCM Cloud or HCM coexistence implementations in 14 -16 weeks

- 100 percent adherence to HR business SLAs
- 20% - 30% of manual incident / problem resolution replaced with automation
- 20% - 30% cost reduction using pay-per-use and shared services Support service offerings

Infosys can assist customers in these key activities during EVERY PHASE of the journey from strategy to solution deployment. Here is our value proposition!

Our success stories

Kamal Osman Jamjoom (KOJ) group goes live on performance management in 32 days

Infosys implemented, centralized, integrated goal and performance management solutions for KOJ group in a record 32 days. This solution optimized, streamlined and automated talent review, and enabled single sign-on integrated solution with an active directory.

Post implementation, KOJ enjoyed a single, centralized source of truth for all Oracle Fusion HCM employees. They also reduced manual efforts and discrepancies, especially in the performance appraisal processes.

A global automotive major moves to HCM fusion with a five-year roadmap

The European division of a global automotive major with a total of around 3,000 sales outlets, and nine manufacturing plants were planning to move to Fusion HCM over the next five years.

As part of the pilot implementation, Infosys implemented the entire Fusion Global HR and Talent Management suite of modules at one unit, replacing their legacy HR systems completely with over 120 configured business processes, and 100 percent automation of paper-based HR transactions.

UK based SME bank switches completely to HCM Cloud

Infosys implemented the core HR, goal and performance management, absence management, benefits and payroll interface in Fusion R9, and recruitment and onboarding in Taleo 14B. In the process, the client switched to cloud based HR transactions completely without a hitch. Our client also happens to be the first UK bank, to use HCM cloud with UK legislation.

Leading provider of comprehensive SCM solutions to the aerospace industry implements Fusion HCM without a hitch

Infosys implemented Fusion HCM Compensation Management for the organization, and executed HaaS conversion, covering global HR and benefits management. The client successfully converted 20+ core HR processes in the existing system to Fusion HCM, with 100 percent employee conversion.

ORACLE Diamond Partner

Infosys is a 'Diamond partner' of Oracle, the highest level of partnership in the Oracle Partner Network (OPN). The privileged partnership recognizes Infosys' product specializations to solve complex business problems for customers, innovative business solutions with deep expertise in Oracle technologies and applications, and global reach.

Infosys and Oracle have established joint innovation centers at Oracle Headquarters in Redwood Shores, California and at Infosys office in Shanghai. The joint innovation centers serve as incubation hubs for clients to experience and leverage our joint solutions blending the latest Oracle technologies with the consulting and implementation expertise of Infosys.

Recognized leader in Oracle application services
- Infosys named a 'Leader' in Gartner's Magic Quadrant for Oracle Application Management Service Providers, Worldwide
- Infosys named a 'Leader' in Gartner's Magic Quadrant for Oracle Application Implementation Services, Worldwide
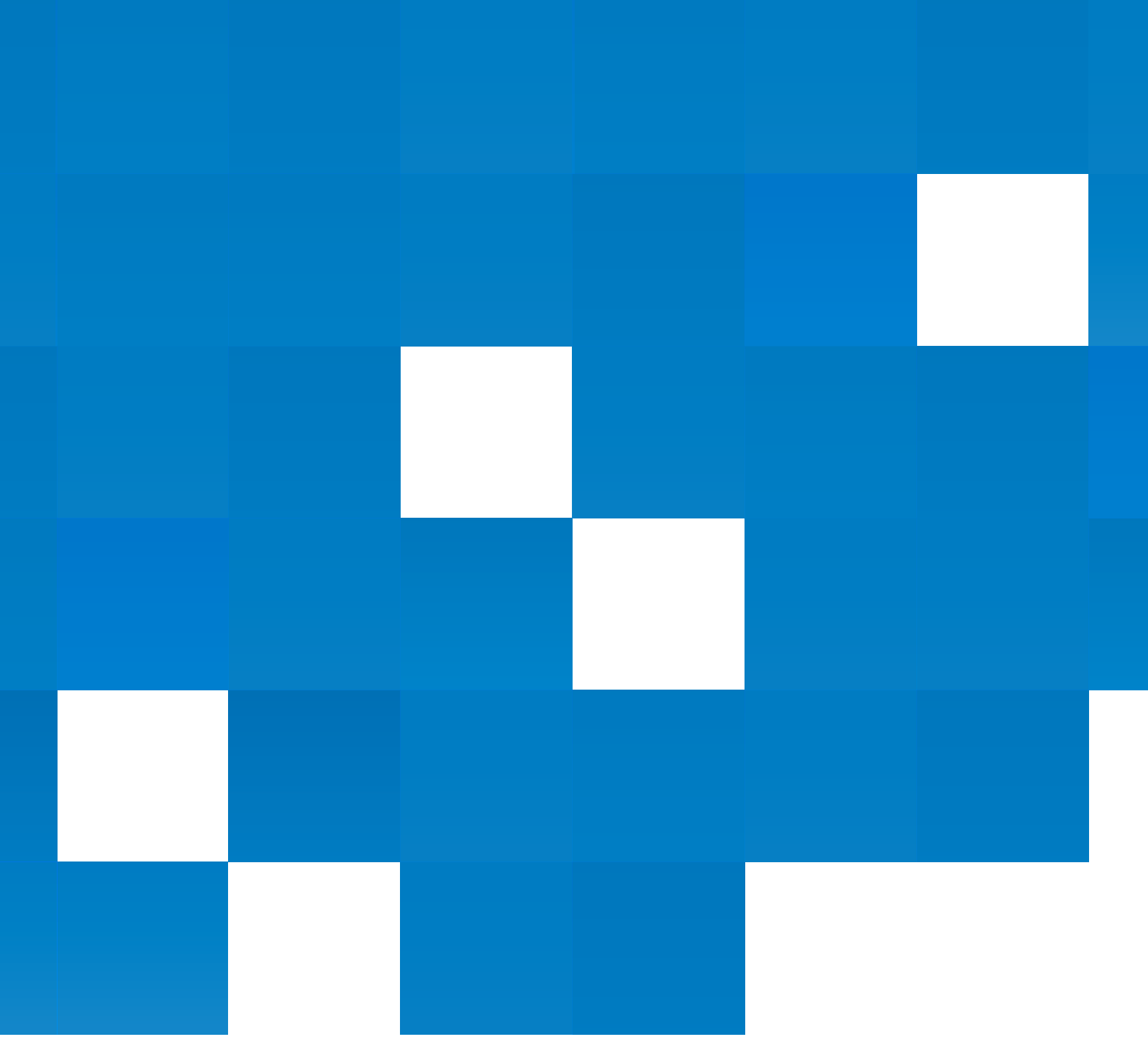
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