Large North American Education Service Provider Saves 35% with Cloud

ABOUT THE CLIENT

The client is a leading US-based educational services company that is committed to providing high-quality education that helps learners acquire skills that will qualify them for the jobs of today and the future. The client offers post-secondary higher education through a mix of campus-based and online university programs. It has more than 50 campuses comprising of University Schools, Career Schools, and Transitional School.

Challenges in hand

As a large education service provider, client's priorities were to reduce the following

Higher spend in maintaining legacy based PeopleSoft application

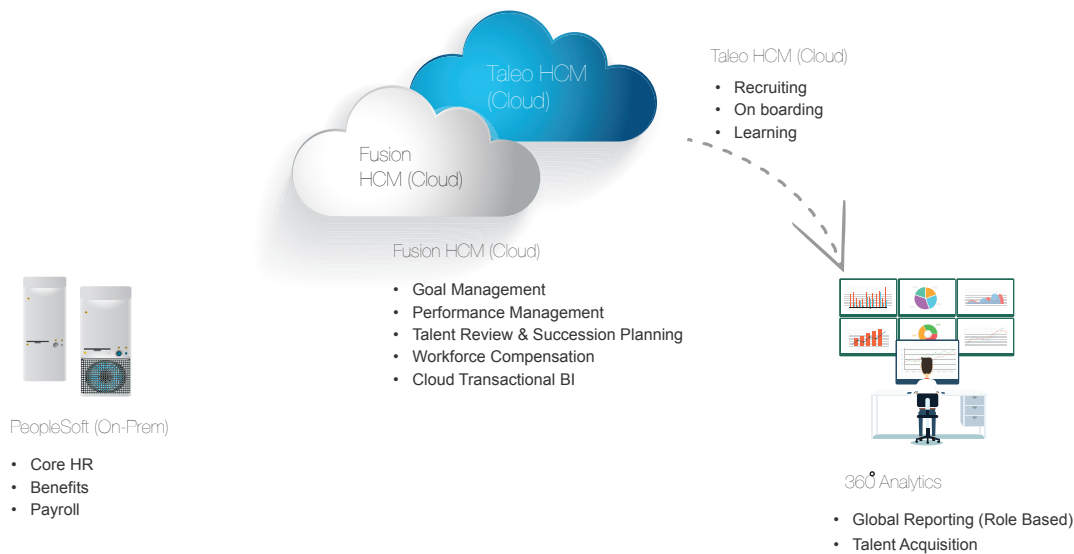Multiple systems catering to goal, performance, recruitment, on-boarding, compensation and learn

The Hexaware Solution

Client chose Oracle's HCM Cloud application for catering to its business requirements. Hexaware's award winning cloud team deployed the solution using its certified implementation method. We delivered the engagement in a hybrid co-existence model as displayed below

Co-Existence Model for HR Digitalization

Taleo HCM (Cloud)
- Recruiting
- On boarding
- Learning

Fusion HCM (Cloud)
- Goal Management
- Performance Management
- Talent Review & Succession Planning
- Workforce Compensation
- Cloud Transactional BI

PeopleSoft (On-Prem)
- Core HR
- Benefits
- Payroll

360° Analytics
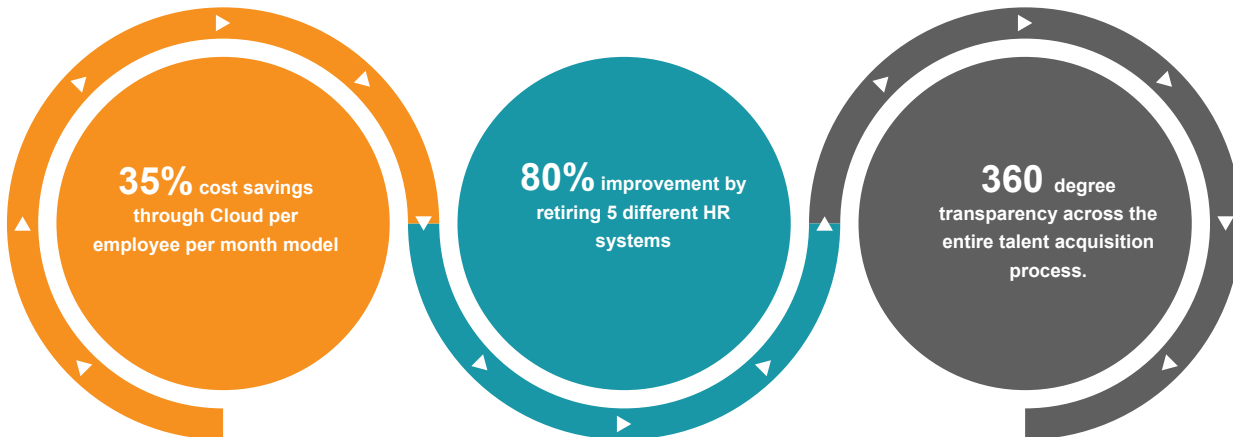- Global Reporting (Role Based)
- Talent Acquisition

In addition, Hexaware also provided solutions for complex issues such as:

- Virtual Instructor Led Training (VLIT) in learn
- Integration of Taleo Learn with the customer intranet portal, using Taleo Learn Single Sign On.
- On-boarding process were simplified to cater unique location level requirements.
- Out of box solution developed for integrating 3rd party candidate evaluation system
- Customized reports were developed for recruitment operation efficiency.

Business Benefits

35% cost savings through Cloud per employee per month model

80% improvement by retiring 5 different HR systems

360 degree transparency across the entire talent acquisition process.

About Hexaware

Hexaware is one of the leading, global providers of IT, Application, Infrastructure, BPO and Digital services. Our business philosophy of Shrink IT, Grow Digital allows customers to significantly shrink commodity IT spend while partnering with them to embrace digitalization. The Company focuses on key domains such as Banking, Financial Services, Capital Market, Healthcare, Insurance, Manufacturing, Retail, Education, Telecom, Travel, Transportation and Logistics. Hexaware focuses on delivering business results and leveraging technology solutions by specializing in services like; Application support, development and maintenance, Enterprise Solutions, Human Capital Management, Business Intelligence & Analytics, Digital Assurance (Testing), Infrastructure Management Services, Digital and Business Process Services. Founded in 1990, Hexaware has a well-established global delivery model armed with proprietary tools and methodologies, skilled human capital and SEI CMMI-Level 5 certification. For additional information logon to: www.hexaware.com

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