



# KBBO goes live with Oracle HCM & Finance Cloud in just 20 weeks

## Client Overview

Leading investment Group Company with diverse business operations, across sectors such as Investment Management, Real Estate & Development, Oil & Gas (O&G), Healthcare, Facilities Management & IT.

## The Problem at hand

The client has grown rapidly since 2004 and some of its business processes have not kept pace with the changing reality. They were looking to deploy a complete suite of HR and Financial management system to address their growing present challenges as follows

- HR, Payroll & Financial transactions were maintained in paper-based-records or excel based spreadsheets maintained in local file systems
- Time consuming & disparate payroll processing norms
- Limited visibility of employee data due to data inconsistencies which were not accessible, accurate or available in a timely manner
- No operational transparency across organizations financial budgets and its cash outflow
- Accounting was not in compliance with generally accepted accounting practices.

After evaluating many systems available in the market, our client decided to go with Oracle's Cloud (ERP Cloud & HCM Cloud) suite to improve its internal systems management issues and enforce standard, global business processes. Hexaware was short-listed for leading this initiative after thoroughly vetting its credentials in successful Oracle Cloud transformation.

## The Hexaware Solution

After working with the customer to understand current challenges and future aspirations, the Hexaware team deployed 3 modules of the Oracle Fusion

Applications series as the solution for the legal entities of the client:

1. Oracle Fusion Human Capital Management (HCM)
2. Oracle Fusion Payroll
3. Oracle Fusion Finance and Purchasing.

To start with, the Hexaware team designed an integrated solution that would ensure seamless flow of information between Fusion HCM, Fusion Payroll and Fusion Financials. This would ensure that the entire operational HR functions from attendance management to payroll processing to payroll accounting were unified and gave the client a unified solution that needed minimal human intervention.

More importantly, the Hexaware team designed the solution in such a way that it needed minimal maintenance and was very easy to use for a layman, who may not know the intricacies of an HCM and Payroll system.

Hexaware also used the Fusion HCM Enterprise Configurator that helped in defining the client's enterprise with all its legal entities and business units with ease.

## Engagement Spotlights:

- Went live in just 20 weeks
- HR and Payroll modules deployed for different legal entities, each with its own payroll processing logic
- Global Template approach for process harmonization.





## Client Testimonial

It is extremely important to us to work with a partner who is willing to invest in our growth - that is something we found in Oracle platinum partner Hexaware" says Samir Mayani, IT Director, KBBO Group.



## Business Benefits

The client is experiencing many benefits with this new system in place, including greater transparency, reliability and compliance.

### The tangible benefits include

- 20% Effort reduction in payroll processing with payroll automation
- 56% Reduction in administrative work of HR using Online absence management
- 360 degree workforce insights with Embedded Analytics
- 63% Effort reduction in financial reconciliation and timely-month end closure
- Standardized financial processes with optimum visibility in financial spend versus budgets
- Global Single system of record for HR and Financial operational excellence
- Extended Mobile capabilities for information access anytime and from anywhere
- Employee empowerment with intuitive self-service features to update and maintain their details, track and manage leaves, view payslips etc. This has greatly reduced the burden on the HR team, which earlier dealt with these requests



## About Hexaware

Hexaware is the fastest growing next-generation provider of IT, BPO and consulting services. Our focus lies on taking a leadership position in helping our clients attain customer intimacy as their competitive advantage. Our digital offerings have helped our clients achieve operational excellence and customer delight. We are now on a journey of metamorphosing the experiences of our customer's customers by leveraging our industry-leading delivery and execution model, built around the strategy— 'Automate Everything, Cloudify Everything, Transform Customer Experiences.' Hexaware services customers in over two dozen languages, from every major time zone and every major regulatory zone. Our goal is to be the first IT services company in the world to have a 50% digital workforce.

### NA Headquarters

Metro 101, Suite 600, 101 Wood Avenue South, Iselin, New Jersey - 08830  
Tel: +001-609-409-6950  
Fax: +001-609-409-6910

### India Headquarters

152, Sector - 3  
Millennium Business Park  
'A' Block, TTC Industrial Area  
Mahape, Navi Mumbai - 400 710  
Tel: +91-22-67919595  
Fax: +91-22-67919500

### EU Headquarters

Level 19, 40 Bank Street,  
Canary Wharf,  
London - E14 5NR  
Tel: +44-020-77154100  
Fax: +44-020-77154101

### APAC Headquarters

180 Cecil Street,  
#11-02, Bangkok Bank Building,  
Singapore - 069546  
Tel: +65-63253020  
Fax: +65-6222728

