



# 5x Improvement in Payroll Processing for Leading Hospital Chain

## About The Client

The client is based in UAE and has 14 renowned hospitals in different states of UAE and 1 branch in Oman offering cosmetic surgery and general consultation. The number of employees working across these branches include administration, clinical staff, and doctors.

## Challenges At Hand

Hospitals "C" suite priorities concerning staff productivity measures need investments that optimize their most valuable asset for better employee experience and result driven outcomes. Our Clients growing hospital chains across multiple geographies, triggered the below challenges due to the absence of a single HR system of records.



## THE PROJECT SCOPE

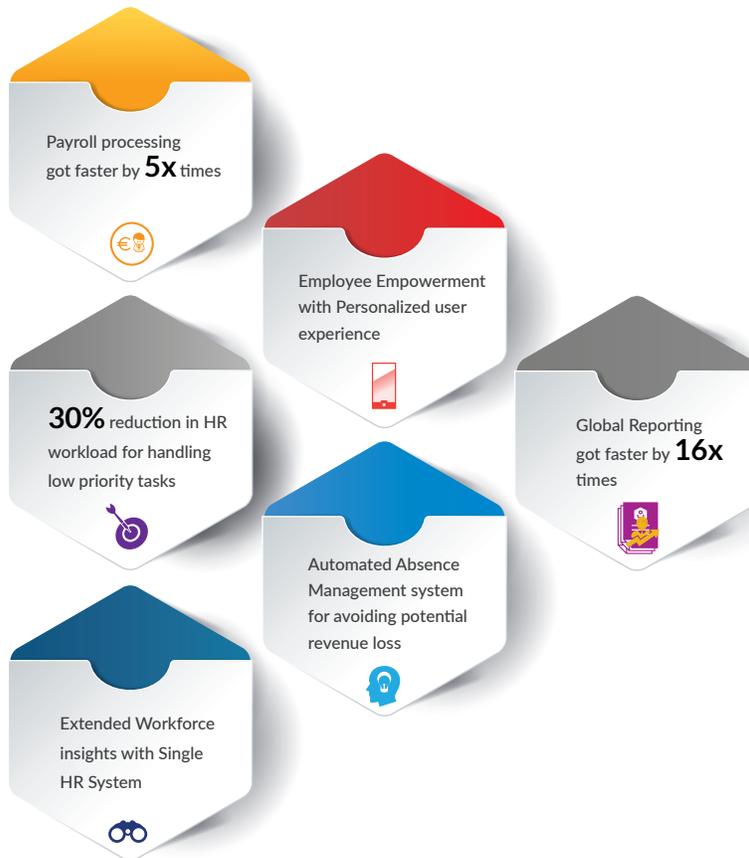
Hexaware was chosen to deploy Oracle Fusion HCM Cloud as the **Core HR system** with:

- Country Specific localization of Payroll Processing
- Integration of the absence management system with payroll
- Core HR system integration with Time and Attendance system.

## KEY PROJECT HIGHLIGHTS

- **Customized Absence Management System** - Developed a system with country-specific business rules catering each employee role
- **Customized Solution for Gratuity** - Developed an innovative Solution for accruing the gratuity for non-citizen UAE employees for costing purposes
- **Workforce Insights with Analytics** - Workforce insights were extended with the help of Oracle HCM Cloud analytics.

## BENEFITS



## 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.

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