



Case Study

How a leading and specialist UK bulk annuity market firm helped its HR achieve

*Agility
Automation
Scalability
and Innovation*

by moving to Oracle HCM Cloud



Sector

Insurance

Employee Strength

Over 300 permanent employees

Over 100 contractual employees

The Business

With almost 237,600 pension holders and £47.7 billion in financial investments, accumulated through the provision of tailored pension insurance buyouts and buy-ins to the trustees and sponsors of U.K. defined benefit pension schemes, the firm is a rapidly growing player in the UK bulk annuity market. Their investment portfolio grew by almost 59% in the last two years, and the number of policyholders grew by 48% during the same period.



The HR operations transformation resulted in



Delivering employee delight—by streamlining HR processes, introducing mobile on-the-go approvals, and improving co-ordination through trigger-based notifications and reminders



Unifying recruitment processes under a single-platform using automation to enable a fast and seamless experience



Rich and insightful dashboard suites to empower managers with a holistic view of relevant HR metrics with a click

Bridging The Gap

Accelerated business growth challenged HR to put their best foot forward.



Keep pace and align with organisational needs and goals



Innovate to deliver employee delight



Adapt to change, look beyond existing scale-limiting systems



Automate to reduce discrepancies, human errors, and time lag



Embrace best-in-class superior technology suites



Streamline processes for efficient tracking and on-time delivery

UNIFY disparate, siloed HR processes such as talent acquisition requisition, talent search, onboarding, goal setting, payroll, exit interviews under one umbrella.

Transformation using Oracle HCM led to the adoption of best-in-class HR practices on cloud and aligned HR with business needs.



All-in-one, flexible,
and scalable HCM
solution



Provides one data
source for all the HR
data



Real-time visibility across
the entire workforce,
enabling faster and better
decisions



Technology that is
relevant and best-in-
class through quarterly
upgrades

Modules implemented:

- Core Human Resources
- Absence Management
- Goal and Performance Management

Breaking the Silos

The FPL Approach sought to empower the HR department by creating a unified single sign on platform for all processes in an employee's journey—from recruitment to onboarding to payroll to separation using Oracle HCM Cloud.

The approach was built on four major pillars

Automate

to reduce manual intervention and enable users to seamlessly coordinate multiple requests and functions

Streamline

to build efficiency, increase collaboration, and reduce fatigue

Intelligence

to optimally plan employee development and career

Innovate

to deliver rich and insightful analysis for agile decision-making and real-time tracking



Automation of the end-to-end recruitment process to create seamless experience for end-users

Automate



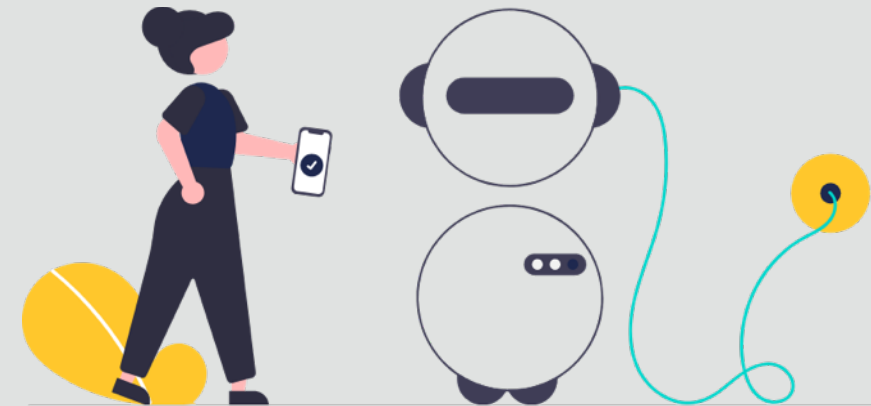
Document Management System for a central data source



35 HR processes including talent requisitions, interviews, contracts and offer letters, payroll processing and intimations, approvals



Acceleration of recruitment process through cascading approvals



Streamlining to improve productivity and help managers focus on high-value activities

Streamline



Manager self-service: Flexible approval routing



Employee self-service: enabling them to manage all their information including absences, leaves, expenses, and goals



Real-time tracking of all HR processes through automated and rich notifications and triggers



Reminders and follow-ups of the tasks based on pre-set expiry dates.



Delivering intelligence and analytics through insightful dashboards to identify trends and patterns

Intelligence



HR Dashboard, Supervisor Dashboard, Recruitment and Learning Dashboards



Visually appealing reports that can provide workforce trends



Self-service reporting through OTBI



Event-based statements



Innovative goal management system to help employees achieve career milestones

Innovate



Flexibility to create goals at any point in the cycle



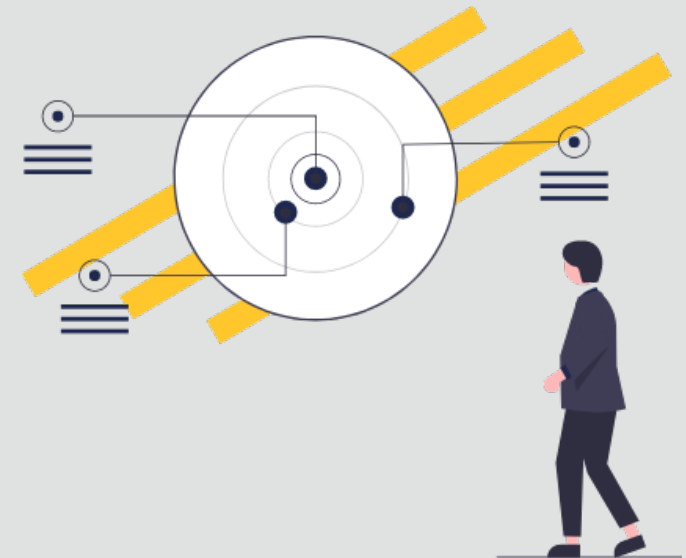
Multiple goal measurement levels



System-generated reminders, escalations, and approvals



Goal weightage





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PRACTICES

With Fusion Practices you can

- Build a comprehensive HR solution from hire to retire
- Create a HR solution on Cloud that connects the enterprise across HR, finance, and operations

Our experience in transforming mission-critical applications for Fortune 500 companies including finance, banking and insurance, and retail companies across the globe makes us one of the leaders and trusted partners for Oracle Cloud implementations.

www.fusionpractices.com | contact@fusionpractices.com