



FUSION HCM

**CASE STUDY
FUSION HCM
CLIENT
YASH TECHNOLOGY**



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Aurelius



Fusion HCM training in Delivered to Client Yash Technology

Client: Yash Technology

Industry: Information Technology

Yash Technology is currently one of the fastest growing organizations across India, finding itself in the “fast 500 companies” of India. With over 4500 employees across the globe, Yash Technology provides a vast array of resources in terms of IT services and solutions. They provide services not just focusing on the IT challenges but also on the business perspective and priorities of the organizations. The company specializes in enabling their clients to maximize their IT investments by optimizing their entire IT development model. They specialize in delivering and developing business transformation systems through IT. They have their footprint in over six continents and partnering with hundreds of global corporations, Yash Technology has a huge resource and knowledge base which they put to use to implement the various services and tools that they provide to their clients.



Technology: Fusion HCM

Domain: Human resourcing and human capital management

Oracle Fusion Human Capital Management is a next generation HR management tool which provides the capability to embed intelligence, social networking information, mobile accessibilities while conceding with the customers existing customer portfolios while delivering innovation without any disruptions. The entire Fusion tool can be conveniently deployed over public, private or hybrid clouds along with the option of being used as Software-as-a-Service while being backed by Oracle itself.

With Oracle Fusion HCM, organizations can have a truly global HR management system with deep local functionalities too. The multiple assignments can be managed including global transfer and other tasks through employee life-cycle using a single integrated application. Consequentially, the global business needs are targeted along with the insurance of security of compliance at both global and local levels.

Oracle Fusion HCM provides the following specific capabilities which immensely improve upon the organizational productivity.

1. Embedded analytics: The tool provides role-based interactive dashboards required for managers, workers and various HR professionals.

2. Directory Management with Oracle Fusion : Data of all the workers including the talent data and from 3rd party HR applications can be consolidated in one single place as the business evolves to provide data driven performance.



3. Oracle Fusion Workforce Predictions: To provide a what-if-analysis in order to improve the workforce itself while modelling the performance of the team and the individuals.

Challenges Faced By the client:

Yash Technologies have a bundle of IT services that provide very effectively to their clients. One of these services is of Human Capital and Human Resource Management for organizations at all levels and in all industrial domains. Oracle Fusion HCM being one of the leading human capital management tools was beginning to have a growing demand in the industry across various organizations and enterprises.

In order to stay ahead in their game, Yash Technologies needed to endorse Oracle Fusion HCM in their list of services and also have a workforce very well versed in the tool so that they can provide the required capabilities and services to their clients. Failing to do this, Yash Technologies faced the risk of being left behind the various other competitors in the market, thus experiencing a decrement in their existing customer base and also decreased prospects of new customer base.

Being a highly sophisticated tool, Fusion HCM requires in-depth knowledge and hands-on practical knowledge to sufficiently make use of all the capabilities and provide implementations of the highest levels in the organizations. In order to gain such knowledge to perform implementation practices, A work-force which is well versed with ins and outs of the software along with the best practices of using it is more than imperative.

Consequentially, Yash Technologies was in need of a complete technology learning, training and development model which can provide their workforce with the required knowledge and know how along with the practical experience so



that they can become industry ready in delivering services through Oracle Fusion HCM.

Why Aurelius

In the light of events, Aurelius Corporate Solutions was called forth to develop an effective learning solutions model which can help Yash Technologies develop a workforce which can deliver world class services in Oracle Fusion HCM technology. The requirements of the learning solutions were extensive, since Yash Technologies intended to cover organizations of all domains and industries to target as their clients. Thus, Aurelius had to develop a learning solution which can provide their workforce with the capability to implement Fusion HCM in virtually any and all domains. Aurelius had to built a new learning solution right from the scratch to deliver the requirements and end goals.

Initially, the Aurelius team performed a global survey and analysis of all the existing use case scenarios of Fusion HCM and the manners in which the tool is implemented in the various industries. Using the extensive knowledge base acquired over the years, Aurelius was able to develop an end to end pipeline of the different aspects and tools of Fusion HCM and how they are used in the different use case scenarios and industries. The dedicated team for developing the learning solution then moved on to the search for the correct Subject Matter Expert having multi-domain industrial experience who can provide knowledge of multiple domains with respect to Oracle Fusion HCM. Globally, the search was performed and the perfect candidate for the learning solution was selected.



Additionally, Aurelius developed extensive hands-on sessions to be conducted in which various real case scenarios can be implemented which would specially focus on the following:

1. HCM R12 instance understanding
2. Integration of the cloud
3. Executing Payroll Processes
4. Managing the Talent
5. Absence Management

Various Cloud ERP projects were to be implemented to make the workforce inherently hands-on and industry ready to deliver the various services for their clients.

Throughout the learning solution, Aurelius provided complete on-shore and off-shore support to the client to make sure that there were no gaps and hassles in the execution of the project. Stemming from the knowledge base of Aurelius, the main advantage that Yash Technologies gained in the learning solution was the complete fulfillment of all their requirements owing to the fact that the learning solution was built from scratch and not vanilla-off-the-shelf.



Solutions and Post Solutions Benefits

The entire learning solution was well structured and provided the knowledge and hands-on competencies in a well structured manner to the participants. Real case use scenarios were implemented for the participants to deal with and execute the tool with the best practices. In the end, an scaled down version of an entire framework which can be deployed in an organization was developed to make the participants realize the closure of the execution.

Post-completion, complete off shore support is being provided to Yash Technologies in every manner to make their services and run smoothly without any hassle.

Yash Technologies is now very effectively able to provide services in Human capital Management through Fusion HCM and deliver the services to their clients. They can expect their Return-On-Investment to happen within six months of the learning solution completion. Their Oracle HCM implementation and integration over the cloud is now an immense strength to the company which helps them in moving forward amongst their competition delivering services at par with the global standards.