



Let's Solve

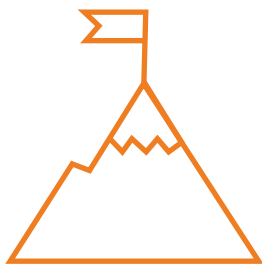


## Case Study

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# Streamlining HR Business Processes with Oracle HCM for Leading Indian Bank

The client is the fourth largest Indian private sector bank by market capitalization, headquartered in Mumbai, India. During this project, it acquired another bank, increasing the overall employee count to 30,000.



## Business Challenges

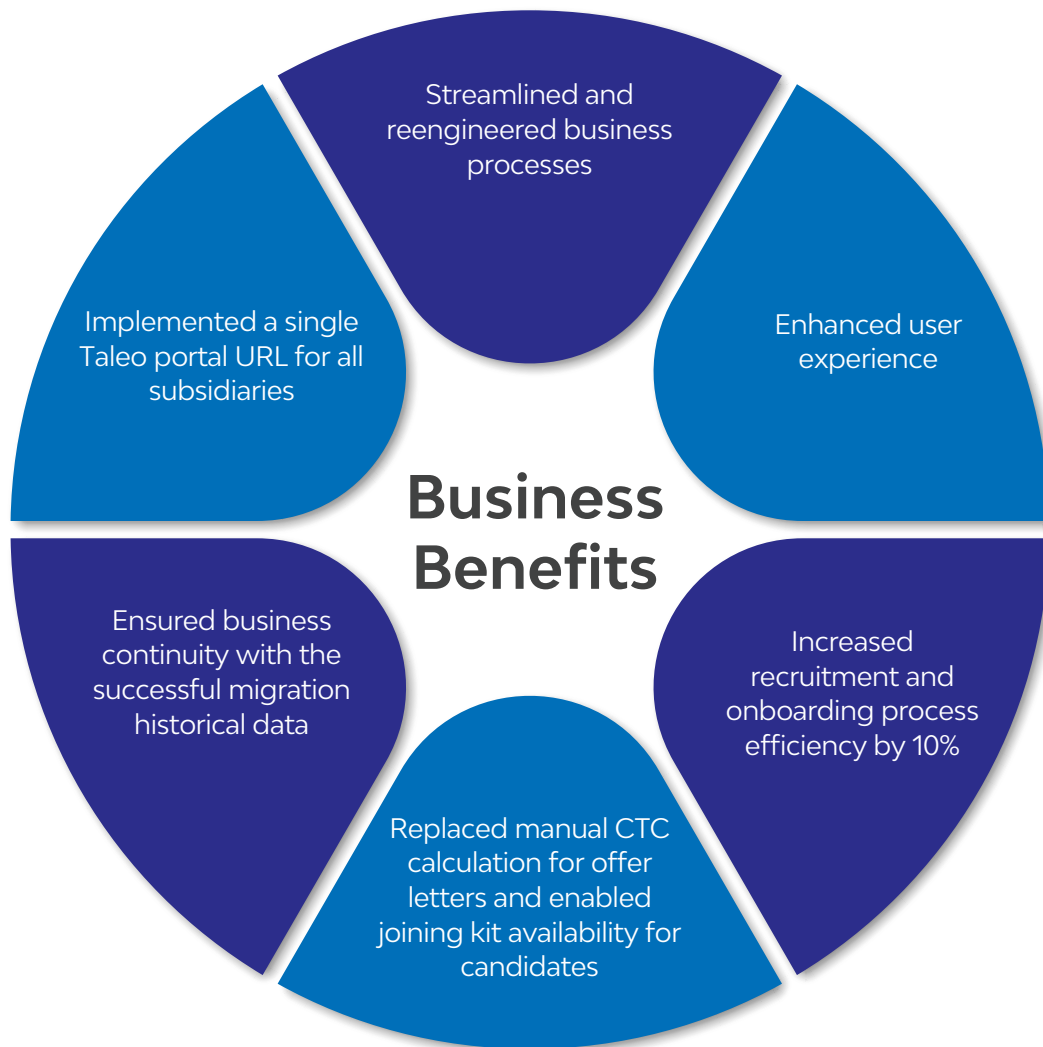
- ☑ Implementation and rollout of Oracle HCM
- ☑ Streamlining critical HR business processes using smart configuration
- ☑ Proper and clean mapping of organizational structure
- ☑ Configuration of the Taleo system with an innovative approach to meet complex business requirements
- ☑ Managing exit processes, the performance management and checklist functionalities of Oracle Cloud HCM
- ☑ Deploying learning solutions to address the training requirements for all subsidiaries

## LTI Solution

- Total implementation time —▶ six months, encompassing the following stages:
  - **Deploy:** Begin with 19,000 employees
  - **Configure**
  - **Build:** Added 11,000 employees from the acquired entity
  - **Test:** The time between the “Build” and “Test” phases was 17 days, and LTI accelerated the rollout within a challenged timeline
  - **Go-Live**
- Developed reusable tools and templates to boost scalability

## Modules Implemented

- Taleo Recruiting and Onboarding
- Taleo Learning
- Oracle Cloud HCM, Benefits
- Goal and Performance Management



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