

Case Study

High Efficiency HCM for a Real Estate Major

Client

The client is a flagship real estate company and one of the leading real estate development groups in India.



Challenges



Different business processes across subsidiaries.



Significant spend on preparing the reports impacting the ability to deliver strategic value to business.



Complexity of system customizations, manual processes, and siloed data had made it difficult to operate.



No automated connect with employee cadre/role with competencies. High manual efforts were required after each appraisal cycle.



No automated flow of requests from the organization to staffing agencies.



The career development site was not configured properly for the employees.



No standardized process for on-boarding, employee exit or separation process.



No integration with third-party job portals.



LTIMindtree Solution

- LTIMindtree identified the need for change, developed a roadmap, and identified the right solutions leveraging Enclose framework.
- Implemented Oracle Cloud HCM and Taleo to aid the client's digital transformation strategy and optimize their staffing and employee management processes.
- Deployed dashboards and workforce analytics for analyzing the current workforce and to enable seamless reporting.
- Configured model profiles functionality in Fusion, wherein the competencies applicable to any employee change dynamically with change in his or her designation.
- Automatic posting of job requisitions on the third-party job portal.
- Internal and external career portals were configured and branded as per corporate guidelines.
- Automated overall onboarding process with the deployment of Taleo.
- Managed exit processes using the performance management and checklist functionality.
- Different orchestration process based on the different order type.
- Agile and DevOps-based approach for timely delivery.

Business Benefits

62%

Faster employee hiring and assessment by improving top talent identification, development, and retention.



Implementation of absence rules, confirmation, and resignation clearance processes as per customer requirements.



Streamlined business processes and improved talent acquisition and onboarding experience.



Provided useful insights into data, improving the quality, and speed of decisions.



Lowered cost of HR service and supported scalable growth.



More than **50 fast formula configurations** for various rules and calculations.



Improved visibility into the global talent pool.



Reduced time and cost to hire and sped up time to productivity.

LTIMindtree is a global technology consulting and digital solutions company that enables enterprises across industries to reimagine business models, accelerate innovation, and maximize growth by harnessing digital technologies. As a digital transformation partner to more than 700 clients, LTIMindtree brings extensive domain and technology expertise to help drive superior competitive differentiation, customer experiences, and business outcomes in a converging world. Powered by 81,000+ talented and entrepreneurial professionals across more than 30 countries, LTIMindtree — a Larsen & Toubro Group company — combines the industry-acclaimed strengths of erstwhile Larsen and Toubro Infotech and Mindtree in solving the most complex business challenges and delivering transformation at scale. For more information, please visit www.ltimindtree.com.