

Case Study

**Leading
Manufacturer
Partners with
LTIMindtree to
Transform it's HR
Function Across
24 Countries**

Client

Our client, Oracle Cloud HCM implemented for India's undisputed market leader for Bathroom and Lighting Solutions, catering to various segments with a wide range of products.



Challenges



The client was having disparate HR business processes across different manufacturing units/geographies.



HCM implementation was part of larger transformation program moving ERP and CX onto Oracle cloud.



Too many manual processes in absence and performance management.



Multiple home-grown applications lacking scalability and technology advancements.



LTIMindtree Solution

- Multi-country (24) rollout for all modules (payroll interfaces only for India)
- Unified the hire-to-retain processes across units & operations
- Transformed leave and attendance from semi-manual processes to centralized workforce management by implementing Oracle Absence and Time & Labor modules
- Transitioned complex & manual employee appraisal process to entirely digital through Oracle Performance Management
- Delivered best fit solution for be-spoke compensation processes & payroll interfaces
- Configured Time & Absences processes for 24 countries including India, UK, KSA, UAE, etc
- LTIMindtree's innovative xFH framework was used to drive the complete project remote with minimal client intervention



Business Benefits



Achieved
60% of cost
saving



Automated
30% of
processes



Streamlined HR
processes across
all geographies



Improved insights
through real-time
analytics

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 82,000+ 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 <https://www.ltimindtree.com/>