

ORACLE

Stories of agility, accessibility, and reimagination



Table of Contents

Introduction	3
Aspen Medical (Australia)	4
Dalmia Bharat Group (India)	5
Followmont Transport (Australia)	6
FUJIFILM Business Innovation Corp (ASEAN)	7

Introduction

Natively built for the cloud, Oracle Fusion Cloud Human Capital Management is a complete solution connecting every human resource process from hire to retire. We offer the most connected solution across the enterprise, with one cloud unifying HCM across finance, supply chain, and customer experience. This provides a consistent experience across devices, enables one source of truth for HR data to improve decision-making, and empowers you with market-leading innovation to address your needs today and into the future.

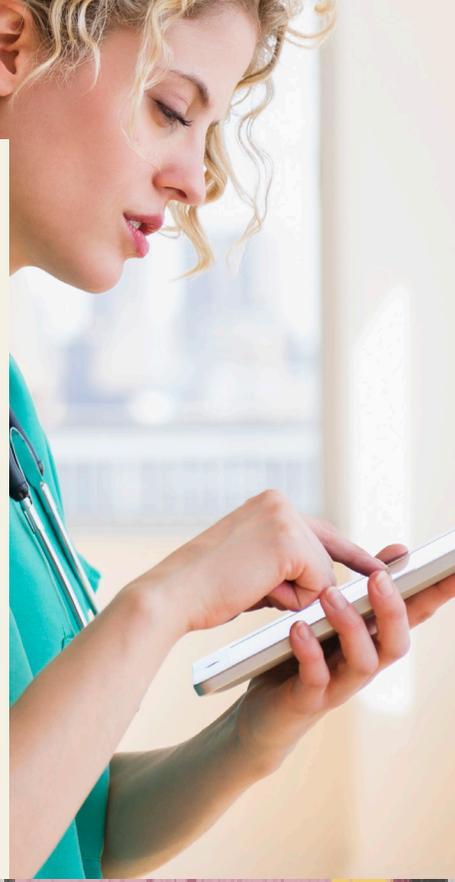
This is what we call work made human.

To learn more, visit oracle.com/apac/human-capital-management/



Turn change into opportunity

Founded in 2003, Aspen Medical is an Australian-owned, multi award-winning, global provider of innovative healthcare solutions. To deliver clinical services to challenging and remote locations, they turned to Oracle HCM and ERP so that they can focus on what they do best.



Journey to the Cloud

Aspen Medical started on its cloud journey because the Board wanted to consolidate the company's businesses around the world into one single platform, provide a standardized employee experience globally, and improve their agility on a quarterly basis. Technology can empower transformation and at Aspen Medical it helped the company redefine and scale its business processes whilst supporting its mobile workforce in getting critical data quickly and easily to manage its teams more strategically. Hence, a mobile application with a modern user interface that was also device agnostic were critical requirements.

“Aspen Medical grows and moves in very challenging and remote locations, but we believe that we can take Oracle with us wherever we’re needed.”

Sanja Marais
GM Technology & Innovation, Aspen Medical

Aspen Medical wanted a true cloud solution so the experts could take care of infrastructure management, development, and maintenance of the system.

Aspen Medical chose Oracle HCM and ERP through an extensive due diligence process, where the whole business was involved from the concept phase through to procurement. The company selected a phased approach to roll out the solution with Oracle Consulting, starting first in the Pacific and then later continuing with a global roll out. When completed, Aspen Medical will use Oracle Platform-as-a-Service, and look at the Digital Assistant, artificial intelligence and chatbots to provide concierge service to employees.

- One single instance to give a standardized employee experience globally
- Quarterly updates Improving



Reimagining hire-to-retain processes

Dalmia Bharat Group is among the largest producers of cement is also one of India’s fastest-growing blue chip companies. That growth rests, in part, on its strategy of acquisitions and diversification, which created HR challenges with managing the group’s 8,500 employees. They decided to move to Oracle Cloud HCM for a single, flexible, user-friendly HR platform that would help streamline its hire-to-retain processes group-wide.



Bringing about a change in culture

Dalmia Bharat leaders liked the breadth of the Oracle Cloud HCM suite, as well as the clear product roadmap. They were impressed with the R&D investments Oracle is making to regularly introduce new capabilities, along with the ease of use.

With Oracle Cloud HCM, Dalmia Bharat leaders are kept updated through the dashboards and automated reports

on hiring activities, employee performance, compensation levels and other key HR metrics. This help to position the HR organization as a strategic business partner. The self-service functions also ensure employees have easy access to their HR information.

Among the benefits of having a robust, centralized HR platform is speed, which aids in receiving faster responses to a variety of queries that help business performance.

“Moving to Oracle Cloud HCM has brought about a change in our culture. It has helped realign our DNA.”

Shalini Kapoor
Deputy General Manager, HR, Dalmia Cement

Ease of use has resulted in high adoption rate of more than

90%

32%

higher than the previous HR solution



Make a difference for people

Followmont Transport is Queensland's largest family-owned transport company dedicated to service and hands on relationships with their customers, their workforce and suppliers.

At Followmont, each and every employee is given the opportunity to grow and develop no matter their role. Followmont wanted to create a continuous feedback culture and provide a mobile platform that would be accessible to all employees, to ensure that they were connecting with each other.



Create the future of HR

Followmont Transport chose Oracle Cloud HCM because it aligned with their people strategy, enables them to support business growth and cater for multi-generational workforce.

Oracle Cloud HCM mirrors the employee life cycle and allows Followmont to tailor and customize the system.

“Don’t be afraid of the future. SaaS and cloud-based solutions are the way forward. Take the time to automate and redesign processes to leverage technology. This is what makes a difference for your people.”

Renee Dumble
Project Manager, Followmont Transport

Among its benefits include the ability to support the growth of our people through on-line performance reviews and regular check-ins , provide easy access to data and information through a unified and centralized platform, and integrate with third-party systems.

4%

increase in
recruitment
efficiency

Achieved

100%

performance
review completion
on-line



Shifting to Service-Oriented Mindset

FUJIFILM Business Innovation Corp is a leading provider and trusted partner for quality document services and communications, enabling people and businesses to share knowledge across all platforms seamlessly. They operate in Japan, China, and across Asia Pacific with 14,000 employees.

FUJIFILM Business Innovation had disparate systems that lacked cross-compatibility and affected how they wanted to manage their global human resources. Although their workforce is the most important resource to drive business, they lacked visibility into the skillsets, capabilities and competencies of individual employees.

Speeding HR Decision Making

FUJIFILM Business Innovation wanted to make the shift to a service-oriented mindset in order to provide solutions to customer problems. They chose to move to Oracle Cloud HCM to enhance and homogenize their organizational structure.

Oracle Cloud HCM helped FUJIFILM Business Innovation implement the full suite of Cloud HCM applications and standardize HR processes across a diverse region, gain real-time insight into their workforce to make quick

decisions, and increase their candidate pool through social media. The system allows them to identify employees who fit roles even outside of their home countries and to share knowledge of the business amongst employees, as they move to other countries on international assignments. Employees can check, assess real time information seamlessly. Because the system is cloud-based, it is regularly upgraded, and information can be shared easily amongst countries across the region. The system also helped reduce the risk of compliance-related issues. The cost of upgrades and maintenance of hardware is no longer necessary, thus reducing the total cost of ownership.

“The main benefit of Fuji Xerox adopting Oracle Cloud HCM is for HR and the Management to do quick decisions and be able to look into workforce capabilities and their competencies.”

Jacely Voon
Chief People Officer People Culture & CSR,
Business Innovation Singapore Pte. Ltd.

Consolidate

256 + **53** to **1**
different interfaces technology systems platform

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