

Fixed Scope Offering on Oracle Fusion HCM from Filix Consulting Pvt. Ltd.

Solution summary:

The HCM Cloud Service, a complete suite of applications, consists of Oracle Fusion and Taleo set of products, which collectively manage the complete human resources and talent management requirements of customers spanning across the entire Hire-to-Retire life cycle across all industry verticals.

The solution is deployed at a defined price which is determined by the predefined scope of the selected deployment option. At the same time, apart from the additional subscription cost of Oracle licenses, provisions exist for nominal addition on Implementation pricing for each set of addition in scope.

Target Customer profile

A Company:

- With existing Legacy HR Systems, looking for Business Process Rationalization to transform and modernize their HR operations, from recruiting and managing talent, to proactively manage HR operations while focusing on strategic business initiatives
- Considering consolidation of the HR landscape
- Looking for Digitization of their HR Applications and additionally utilize Social Collaboration
- Planning to extend its current HCM ERP Applications
- Planning to lower down cost of ownership of IT investments by eliminating the need for hardware, middleware or software required to be installed and maintained
- Looking for modernized HR systems on-cloud with a low investment subscription based OPEX financial model on pay-per-use basis, replacing the existing on-premise HR system based on high investment CAPEX financial model / high maintenance cost
- Looking for an HR system with business agility and capability to scale up/down based on changing business scenarios
- Competitive pressures to quickly enhance brand image by utilizing the best-in-class Human Capital Management set of solutions which combine advanced technology, tight integration, and best HR practices.

Key Benefits

- ✓ Leading HR business practices deployed through Oracle HCM
- ✓ Reduce IT infrastructure acquisition and maintenance costs
- ✓ Accelerate ROI through quick deployments in timeframes between three to six months
- ✓ Meet client budget and timeframe requirements based on selection of best-fit deployment option

Solution Profile:

The Oracle Fusion HCM product suite can be used to cater to the following business functions:

- Employee Recruitment & On-boarding process
- Employee Lifecycle Management
- Employee Goal Management, Talent review & Performance review Management
- Employee Compensation Management
- Employee Competency Development & Learning Management
- Payroll Management

Oracle Fusion HCM Applications provide a componentized system of business applications that do not require entire pillars of functionality to be enabled at the same time. Oracle Fusion Applications are built

on the concepts of “modularity” and “co-existence”, which essentially means that singular pieces of functionality can be delivered as they match business needs, priorities, and schedules. New functionality can be deployed quickly and with less risk in parallel with previously deployed functionality, enabling businesses to maintain prior investments in technology, while new investments are being evaluated.

Filix Unified Implementation Methodology (FUIM) is used to implement a time-bound and cost-effective Oracle Fusion HCM solution to cater to the complete set of Customer specific requirements. The Functional Setup Manager, a configuration setup wizard, which is a tool designed based on standard business flows, is part of the standard Oracle Fusion product suite, and is used during the implementation process. HCM Spreadsheet Data Loaders are used to load the master / transactional data from predefined excel templates.

Deployment options (based on Business processes)

Option 1 –

- Employee Lifecycle Management (On Cloud OR On Coexistence model basis)
- Payroll Management (through system Integration with Third party Payroll software OR using Filix Payroll software)

Option 2 –

- Employee Recruitment & On-boarding process
- Employee Lifecycle Management (On Cloud OR On Coexistence model basis)
- Payroll Management (through system Integration with Third party Payroll software OR using Filix Payroll software)

Option 3 –

- Employee Recruitment & On-boarding process
- Employee Lifecycle Management (On Cloud OR On Coexistence model basis)
- Payroll Management (through system Integration with Third party Payroll software OR using Filix Payroll software)
- Employee Goal Management, Talent review & Performance review Management
- Employee Compensation Management

Option 4 –

- Employee Recruitment & On-boarding process
- Employee Lifecycle Management (On Cloud OR On Coexistence model basis)
- Payroll Management (through system Integration with Third party Payroll software OR using Filix Payroll software)
- Employee Goal Management, Talent review & Performance review Management
- Employee Compensation Management
- Employee Competency Development & Learning Management

Deployment timelines (typical)

Option 1 – Three months

Option 2 – Four months

Option 3 – Five months

Option 4 – Six months

Approach

A structured approach is followed throughout the business engagement with the Customer. Early and consistent involvement of the relevant stakeholders ensures compliance of the solution deployed with the set of business requirements.

Rich experience and process knowledge of Filix consultants in the HR & Payroll domain combined with best-in-class Human Capital Management set of solutions from Oracle, provide an impressive combination to deliver a comprehensive solution to the Customer requirements.

Starting from Presales and Sales cycle, Filix team focuses on understanding and capturing the key Customer requirements and guides the Customer to select the applicable set of Oracle Fusion products and deployment options.

Fusion HCM suite provides a modular, pay-per-use offering housed on Oracle's public cloud, and hence is the ideal foundation for growing a strategic HR organization, both for companies with no ERP solution in place and companies planning to strengthen and augment their existing ERP infrastructure. Clubbed with this, a robust implementation process enables a quick return on investment.

At the Project startup itself, the Project scope of work and functionalities required are frozen in concurrence with the Customer Project / Management Team and accordingly the Project timelines are finalized. This minimizes delays, surprises and cost overruns during the implementation process. The implementation process involves sharing of the standard business processes and proven best practices by Filix Consultants, based on their rich experience and process knowledge in the HR & Payroll domain, during the business process blue-printing and during the extensive product training sessions arranged for the key users.

In-depth understanding of HR and payroll issues, processes and interfaces with other ERP Products enables Filix consultants to quickly configure the application to best meet the unique requirements of each Customer.

Standard integration programs available are utilized to integrate Fusion HCM products with the existing Oracle ERP products or Third party systems such as Payroll software solutions.

In order to ensure completeness of the solution deployed, Oracle Fusion products provide options and features to enable deployment of product enhancements for quick functionality extension to incorporate features not available as part of the standard product.

Oracle Solution Architects and Senior Consultants who are part of the Shared Services Team at Filix ensure that the solution being implemented is optimized for the entire set of business requirements of the Customer and Filix project team deployed at the project site is supported for escalations and decisions.

Distinguishing features:

Filix Consulting Pvt. Ltd., an Oracle Gold partner company, has been providing Implementation and Support services for the on-premise Oracle HRMS and Oracle Payroll products to a diverse set of Customers in the Manufacturing industry sector as well as in the Public sector domain. By virtue of this rich experience and process knowledge in the HR & Payroll domain, you can count on us to put our vast expertise to work for you.

Summarized below are the key differentiators which would enable Customers to select Filix Consulting as a preferred partner who can guide them through the longer business transformation journey to achieve tangible results and benefits:

- Customer centric engagement model
- Predictable deployment cost and timelines
- Domain expertise in HR & Payroll consulting
- Change management skills
- Dedicated team of Oracle HCM Consultants