

# Case Study: Construction Company

## Consolidation into a single solution and efficient management of Talent Processes into Oracle Cloud HCM

ORACLE  
Human Capital  
Management



### Business Challenge

Founded in 1922, this company has grown to be the largest general contractor in the Pacific Northwest with projects in the US and overseas. Employee count is over 2,000, and company is privately held with over 2 billion in revenue annually.

This company chose Oracle Cloud HCM to help resolve limited visibility into talent pools, lack of consistent data and reporting capabilities, lack of friendly and intuitive self-service functionality and a current HR application that was focused primarily on Payroll.

### Success Outcomes

eVerge Group guided this construction company through a phased implementation approach that resulted in the following Oracle Cloud footprint: Recruiting, Core HR, Benefits, Performance & Goal Management, Talent Review & Succession Planning and Learn with integrations into JDE One for Payroll processing.

**This company established and achieved the following key goals prior to the start of the transformation:**

- Create a one-stop-shop for all HR needs
- Simplify/streamline open enrollment process
- Automate compensation review process
- Improve employee engagement and increase retention
- Increase operational efficiency of delivering standard HR processes and reports
- Improve visibility and capabilities of talent/resources
- Identify most effective future leaders
- Centralize learning; allow employee collaboration on training



Successfully transitioned to eVerge Live managed support!