

Case Study: Energy Company (Oil & Gas) PeopleSoft and SAP to Oracle HCM Cloud Implementation

Go LIVE
July 1, 2020!

ORACLE
Human Capital
Management



Business Challenge

This company began their transformation journey to consolidate HR/Payroll processes into a single GLOBAL solution, improve reporting and analytics, empower employees and managers to take advantage of their HR functions and move support of HR to the Cloud.

During the middle of the project, a company they merged with were close to finishing an implementation of Workday from SAP. As a result of the merger, the combined organization chose to continue with Oracle HCM Cloud because of the strength in Global localizations, Global transfer capabilities and the talent management suite of functionality.

Success Outcomes

eVerge streamlined and harmonized global processes leveraging Oracle HCM Cloud. Phased in functionality over a very aggressive timeline while merging two large Global organizations. Deployed integrations into PeopleSoft Financials, ActivPayroll in multiple countries, ADP Compliance Services and Bentastic.

Deployed the following Cloud HCM Modules:

- Recruiting
 - Global Human Resources
 - Benefits
 - Absence
 - Time & Labor
 - Payroll (US, Saudi Arabia & UAE)
 - Performance & Goals
 - Compensation
 - HR Help Desk
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- Harmonized two Global organizations from PeopleSoft and SAP/Workday
 - Harmonized all semi-monthly payrolls to a single bi-weekly payroll cycle
 - Leveraged eVerge OAC Parallel analytics and PeopleSoft conversion accelerators



eVerge LIVE Successfully transitioned to eVerge Live managed support!