

# MYK LATICRETE Builds on its Success by Automating HR Business Functions with Oracle HCM Cloud

## Client Overview

MYK Group is bringing contemporary world standards to the tile/stone installation and maintenance industry in India. MYK group was instrumental in forging and forming joint ventures with LATICRETE® International of USA and Schomburg GmbH of Germany to introduce quality building materials and construction chemicals in the Indian and South Asian Markets. The Group has sustained a leadership position for over two decades in the industry.

## Project Summary

MYK group was using manual processes for all HR and Talent Management processes. They had also implemented several point solutions (Financials - SAP; CRM - C4C SAP; BI - SAP Analytics; Geo tagging & Geo fencing - custom apps). MYK partnered with Sierra-Cedar to implement Oracle HCM Cloud's Core functionality, including Employee Self Service, Manager Self Service, Goal Setting, Performance Evaluation, Taleo Cloud, Expenses, and Learn Modules. Sierra-Cedar India successfully implemented a three-phase implementation rollout and is currently engaged in on-going production support.

## Objectives

- Eliminate paperwork and manual spreadsheets maintained for HR management and automate the data stream
- Develop logic for holistic functioning of client inherited multi-dimensional goal, performance, and compensation business rules existing in dispersed systems
- Central time tracking system for the employees notwithstanding their location to attend their work from any location
- Interface development to the external system for the standardized and simplified expenses processing
- Build a platform that supports data consolidation and modelling in order to support robust analytics

## Projected Outcomes

- Improved system with the complex business processes seamlessly adapted for smoother transition
- Easier and faster decision-making process based on business & personnel performance and cost parameters
- Standardized performance cycle, compensation cycle, and error-free expenses processing
- Ensuring disciplined workforce by automating absence and time data from devices across multiple locations
- Robust data driven analytics enabling executive management to make faster and informed strategic decisions by leveraging data from multiple systems in its IT landscape

## From the Client

“MYK entrusted Sierra-Cedar to help digitize, automate and streamline its HR function. Sierra-Cedar team's Oracle HCM Cloud product knowledge, combined with their ability to understand our business and provide pertinent solutions has proved invaluable in shaping our future state HR model. We are now transitioning to an automated environment and connected business processes. Efficiency and analytics have improved significantly. We measure the performance of our employees and make data-driven decisions effectively.”

Rao R Prasad

VP – Human Resources

MYK Laticrete

## Organization Overview

Industry: Manufacturing –

Construction Material

Employees: ~1000

## Products & Services

Oracle HCM Cloud [Core HR, Goals & Performance Mgmt., Absence Mgmt., Time & Labor, Compensation]

Oracle Taleo Cloud

Oracle ERP Cloud [Expenses, Strategic Workforce Planning]

