

# Randstad India Streamlines HR Business Processes with Oracle HCM Cloud Applications

## Client Overview

Randstad India offers the broadest HR services portfolio ranging from Staffing, Search & Selection to Recruitment Process Outsourcing (RPO). The organization has a vast network of offices across the country to be within the reach of clients, candidates and flexi workers. The company, previously called Ma Foi is one of the leading players in the HR services industry in India for more than 25 years and became part of Randstad through its global acquisition of Vedior in 2008. The Randstad Group is the global leader in the HR services industry, active in 38 countries across the globe. Randstad India continues to focus on developing customized and innovative HR services, leveraging on its unique strengths of geographical presence and end-to-end capability across all HR service functions.

## Project Summary

Randstad is investing heavily in new technologies, making a giant leap forward into the world of tech. As part of this journey, Randstad replaced its existing HR application to standardize and streamline the business process. Randstad partnered with Sierra-Cedar and implemented the following Oracle HCM Cloud application modules: Core HR, Benefits, Absence, Time and Labor, Oracle Recruiting Cloud, and Individual Compensation, along with integration of several 3rd party applications (biometric devices, payroll, benefits etc.). Following the successful implementation, Sierra-Cedar has been providing optimization services and on-going production support.

## Objectives

- Standardize business process and systems
- Automate manual HR record-keeping and business processes
- Create solution for defaulting and managing grade rates based on department, location and business unit attributes
- Enable recruiters to see complete source history on job application page
- Streamline referral award process and integration with Payroll
- Eliminate cumbersome internal job posting process, and establish a repeatable process

## Results

Sierra-Cedar worked with Randstad to complete the migration from legacy systems to Oracle HCM Cloud within an aggressive time period of six months. Randstad realized the following benefits with this migration to Oracle HCM Cloud:

- Streamlined recruiting, onboarding, and HR processes, resulting in reduced manual effort and increased accuracy of operational transactions.
- Automated process to generate HR letters (increment letters, promotion letters, assignment changes etc.)
- Significantly enriched end user experience with best-of-breed, responsive user interface pages
- Improved efficiency through automated workflow approvals and notifications
- Integrated application data with significantly improved data integrity
- Enhanced reporting and analytics

## From the Client



*It's been a six-month journey with hours and hours of hangout, zoom and Microsoft team meetings driving this implementation amidst Covid disruptions. Sierra-Cedar adapted well and brought Oracle Cloud experts to the project, that helped effectively deliver an improved HR experience to our employees. We have a lot of work ahead of us as we continue to adapt the new features and functionality, that are made available quarterly."*

**Arpita Sarkar**

Head-Performance and Awards  
Randstad India

## Organization Overview

Industry: Staffing Solutions  
Location: India  
Employees: 1150

## Products & Services

Oracle HCM Cloud

