Sierra-Cedar India Cuts Performance Review Cycle Time by 30%, Increases Employee Retention, and Improves Absence Management with Oracle

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BACKGROUND

Sierra-Cedar India was using legacy PeopleSoft applications to share HR information with its U.S. parent company. Due to different local processes and HR policies, such as performance management, payroll, and absence tracking, the company wanted to build a modernized human capital management (HCM) platform and automate HR processes to meet the requirements of its Indian operations.

CHALLENGES

- Deploy a comprehensive HCM solution to align with the specific needs of local business processes and HR policies—such as IT consultants' timesheets and billing procedures and attendance tracking—rather than customizing the legacy HR system
- Enable project managers, HR, and finance team members to access accurate employee leave entitlement information and assess possible project impact
- Minimize administrative workload for performance management processes, such as goal setting and employee self-evaluation, and enable managers and employees to focus on servicing clients, such as delivering a major ERP system upgrade

SOLUTION

Sierra-Cedar's internal team implemented Oracle HCM Cloud solutions in two phases:

- **Phase 1:** Oracle Absence Management, Oracle Workforce Modelling and Predictions, and Oracle Transactional Business Intelligence
- **Phase 2:** Oracle Policy Automation, Oracle Performance Management, Oracle Goal Management, and Oracle Career Development

Due to the limited available resources and gaps between phases, Sierra-Cedar took approximately five months to complete the project on time and within budget limits.

> *We selected Oracle Human Capital Management Cloud because of Oracle's continuous investment in refining the features of each new release. Oracle HCM Cloud is also scalable and enables seamless integration with other applications in our HCM landscape.*
>
> **Sudhir Javangula**
> Country Head, Sierra-Cedar India Pvt., Ltd.

RESULTS AND BENEFITS

- Improved the efficiency of performance management cycle by 30%—from up to 8 weeks to 4 to 5 weeks—by using Oracle HCM Cloud to automatically track and manage performance review and goals setting, such as development plans for IT consultants, in a master list instead of manually collating 250 spreadsheets each time

- Minimized impact on IT projects, such as a large-scale Cloud-application deployment, by simplifying configuration of absence rules and polices for its Indian operations, providing managers with accurate insight into employee leave entitlement, and approving leave requests within the system instead of via email
- Gained visibility into performance trends and increased employee retention by leveraging Oracle HCM Cloud's workforce predictions functionality to analyze staff performance and enable managers to take proactive action, such as upskilling consultants in new areas of technology
- Enabled HR and line managers to easily view and compare differences in performance ratings on a highly visual performance document, with side-by-side employee and manager ratings and comments
- Boosted employee satisfaction by allowing sales staff to submit a leave request that managers can view—along with timesheet information—and approve at any time or anywhere via a mobile device, and quickly meet remote workforce requirements
- Met Indian employment requirements by deploying Oracle Policy Automation Cloud Service to collect, analyze, and update HR policies, such as maternity leave entitlement, based on local business processes
- Created insightful analysis reports, such as performance and absence management, and empowered managers to make data-driven decisions, thanks to Oracle HCM Cloud's built-in analytics

> *By seamlessly integrating legacy PeopleSoft with Oracle Human Capital Management Cloud, we streamlined the entire performance review cycle time by 30% and increased employee retention. We also aligned our HR policies with Oracle HCM Cloud, improving absence planning and minimizing impact on HR-IT projects.*
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> **Sudhir Javangula**
> Country Head, Sierra-Cedar India Pvt., Ltd.

ABOUT SIERRA-CEDAR INDIA

Sierra-Cedar India Pvt., Ltd. is a certified Oracle Partner and wholly owned subsidiary of Sierra-Cedar. Inc., one of the largest independent North American IT services companies. Sierra-Cedar India offers a comprehensive portfolio of services across multiple Oracle technologies—including PeopleSoft, Oracle E-Business Suite, Oracle Database, and Oracle Cloud applications—to clients in a range of industries.

As a subsidiary of Sierra-Cedar Inc., Sierra-Cedar India has the capacity to deliver innovative IT consulting and managed services—including business analytics, performance management, enterprise applications upgrade and implementation, integration, and cloud services—to customers across multiple industries and countries.

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