

### BACKGROUND

#### Renowned Tea production company moves HR operations to Oracle HCM Cloud

The customer, one of the top three tea producers in the country, has 17 tea gardens. They grow, cultivate, treat, blend, process, buy, sell and deal some of the finest teas in the world. Customer was looking to standardise HR processes globally and implement a cloud solution as part of its Digital Transformation endeavors.



#### Customer Requirements

- Customer was looking to reengineer their HR processes by aligning with a world-class solution with pre-built best practices
- Need for a scalable integrated global HR system to address their rapid growth
- Implement business processes as per global standards
- Automate HR Operations



#### SOAIS Solution

- Streamlined customer's core HR, Absence, Performance and Expense Management processes using Oracle's Cloud HCM application
- Mapped customer's critical business processes with the delivered functionalities ensuring higher user adoption
- Customized the application to accommodate the customer's unique requirements
- SOAIS homegrown accelerator for data conversion
- CRP sessions to fully train users on implemented business processes and product features



#### Customer Benefits

- A well implemented, top class Cloud solution adopting globally recognized HR processes
- Streamlined HR business processes with clear, well defined roles within the team
- Project executed on time and well within budget
- Well trained business users with full knowledge of the product and its usage
- Fully equipped IT support personnel to provide complete organization wide support