

### BACKGROUND

### Film Entertainment Giant achieved compliance using Oracle Cloud HCM

The client is a film entertainment giant deploying next-gen solutions on its digital transformation journey of its HR applications. The client had unique requirements that required extension of the capabilities within Oracle Cloud HCM application.



#### Customer Requirements

- Customer required that the collection of the Aadhaar Number be made mandatory when new employees were onboarded into the organization
- The mandatory feature was not delivered within the Oracle Cloud HCM application and hence, needed to be implemented to ensure compliance to Government directives



#### SOAIS Solution

- SOAIS' objective was to provide a configuration-based solution with zero code written to achieve this functionality
- Enabled redesigned user experience (*responsive page*).
- Used HCM Experience Design Studio for personalizing the user experience.
- Configured new rule which made the National Identifier Section for Hire an Employee action, to be mandatory



#### Customer Benefits

- Helped Customer to achieve personalized user experience to accommodate unique business processes.
- As these customizations are kept separate from the base code, enabled customer to easily upgraded your Oracle Fusion application without losing your changes