

BACKGROUND

IT Services Company Drastically Reduces cost of Application Support

The client is a leading Applied technology services company providing next-gen solutions accelerate on the digital transformation journey of enterprises. The client chose to move from PeopleSoft HCM on-prem to Oracle Cloud HCM.



Customer Requirements

- The POSH Act makes it mandatory for all Indian companies to prevent and track POSH incidents within the organization
- Ability for employees to report and track POSH incidents
- Ability for the Internal Complaints Committee to view, investigate and record resolutions to reported incidents
- Ability to generate Annual Reports to be submitted to Government for compliance



SOAIS Solution

- Leverage the Oracle PaaS capability to build solutions integrated with the Oracle HCM Cloud SaaS application
- This module was designed, developed and deployed using VBCS (Visual Builder Cloud Service)
- The module can be accessed by employees using ESS
- Security implemented to maintain the confidentiality of the incidents raised and sensitivity of information being shared
- Uniform look and feel of UI maintained between the POSH application and HCM



Customer Benefits

- Ability to maintain and track POSH incidents within the organization centrally
- Ability to stay compliant with government laws, using data and reports generated from the custom application
- Easily integrated module leveraging single source of employee data
- Track and resolve POSH incidents effectively with desired anonymity