



Implementing Integrated HCM Cloud Platform for a Smart City.

Operate | Human Capital as a service

The challenge

- The client was looking to use a new age, user friendly and integrated HCM cloud platform that would help the organization to become more efficient, effective and offer improved employee experience across the talent lifecycle for the 30 sectors. Deloitte was appointed for the implementation & rollout of Core HR, Payroll, Recruiting with AI Platform, Performance & Goal, Career & Succession Development Learning, Compensation, Analytics, Centralized Data Management System for all client sectors

Our solution

- Deloitte helped the client to design the to be solution, simplify and harmonize complex processes across multiple organizations, manage the governance and build and deploy the SuccessFactors solution for all entities
- Deloitte leveraged the capabilities of SAP SuccessFactors to integrate the various HR and talent management solutions onto a single platform
- Implementation approach driven by the Momentum Methodology and the use of HR Fast Forward a preconfigured SF solution that brings best practices to the client
- Sector-based activation strategy was adopted in order to utilize the system to the fullest

The outcomes

Deloitte managed to deliver significant benefits to the client:

- Integrated HCM solution leading to process efficiency and enhanced user experience
- Accelerated delivery through Industry best practice design powered by HR Fast Forward
- AI based recruitment engine and automated selection processing using Eightfold AI
- Improved insights and decision making
- Centralized Document Management System powered by OpenText
- AI driven Personalized Learning Experienced Platform powered by Disprz
- Lucrative Analytics and Dashboard with Power BI.
- Embedded Intelligent Robotic Process Automation(iRPA)to mimic humans by replicating tedious actions to reduce human error and save efforts and time
- Implemented integrated HR Platform with SuccessFactors, S/4 HANA, SAP Concur, Ariba.

