

A man in a dark suit and tie is seated at a wooden desk in an office setting. He is looking at a computer monitor on the left and writing on a document with a pen. On the desk, there is a large computer monitor, a keyboard, a gavel, and a pair of golden scales of justice. The background features a brick wall and a window with horizontal blinds. The entire image has a blue overlay on the left side.

HEXAWARE

Achieving HR Transformation with PeopleSoft to Oracle HCM Cloud Migration

Enabling a seamless transition to a cloud-based
HR system for a global law firm

Case study

Client

- | Client
- Challenge
- Solution
- Benefits
- Summary

Our client is a leading American multinational law firm with offices across the United States, Europe, and Asia. The firm needed a cloud-based human capital management solution to modernize their HR operations, reduce IT dependencies, and enhance workforce management.



Challenge

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The firm's PeopleSoft to Oracle HCM Cloud migration was essential to resolve inefficiencies and overcome critical challenges in the old PeopleSoft system that hampered effective HR operations management:

- **Cumbersome Updates:** Regularly upgrading and deploying PeopleSoft Update Manager (PUM) upgrades was resource-intensive and time-consuming, slowing down HR processes.
- **Inefficient Data Management:** Details about employees were scattered throughout the organization, leading to data inconsistencies and compliance challenges.
- **High Maintenance Costs:** They maintained the legacy system at a high cost, which diverted resources from strategic goals.
- **Limited Functionality:** The existing PeopleSoft system lacked essential modern HR tools like mobile access, robust analytics, and self-service functionalities.

- **Integration Challenges:** PeopleSoft required significant custom development or middleware to integrate with modern cloud applications, making it difficult to achieve seamless connectivity with other systems.
- **Delayed Data Updates:** PeopleSoft relied on batch processing for data synchronization, which caused delays and hindered real-time decision-making in HR operations.
- **Manual Compensation Processes:** The firm struggled to manage complex compensation processes, including bonuses, pay bands, and region-specific salary rules for attorneys manually, leading to delays and errors.

These limitations slowed down decision-making, increased operational costs, and created dissatisfaction among employees and HR teams.



Solution

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The client’s primary goal was a seamless PeopleSoft to Oracle HCM Cloud migration to modernize and enhance HR operations. Hexaware addressed this objective with a comprehensive implementation plan, which included:

- Deploying Oracle HCM Cloud with Core HR, Profile Management, and Compensation modules to improve functionality and efficiency.
- Migrating 10 years of historical job and salary data, covering records for both active and terminated employees.
- Building 15 inbound and outbound integrations to ensure smooth connectivity between Oracle HCM Cloud and existing systems.
- Creating 10 custom reports to provide actionable workforce analytics.
- Training internal teams using a train-the-trainer approach to promote effective adoption of the new tools.

To meet the firm’s tight timeline and align with their planning cycles, Hexaware collaborated closely with HR, IT, and leadership teams to deliver a tailored Oracle HCM Cloud solution with minimal disruption to ongoing HR processes.

Key Features of the Solution

- **Centralized Data Management:** A single, secure platform that improved data accuracy and visibility across the global workforce.
- **Automated Workflows:** Streamlining processes to reduce manual effort and enhance operational efficiency.
- **Cloud-based Accessibility:** Secure, anytime-anywhere access for employees and managers, ensuring compliance and data protection.
- **Seamless Integrations:** Compatibility with existing business tools to create a unified, efficient HR ecosystem.
- **Customized HR Tools:** Tailored features to manage profile data, performance reviews, and compensation, addressing the firm’s unique requirements.

By leveraging Oracle HCM Cloud, the solution not only met the client’s immediate needs but also laid the foundation for scalable, long-term HR modernization.



Benefits

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The Oracle HCM Cloud implementation brought significant transformation to the firm's HR operations, addressing persistent inefficiencies and delivering measurable improvements:

- **Automated Updates:** The cloud-based human capital management system eliminated the need for manual upgrades, ensuring compliance and reducing IT workload.
- **Enhanced Employee Experience:** Modern HR tools like self-service portals and mobile access improved engagement and satisfaction among employees and managers.
- **Data Accuracy:** Centralized and automated processes reduced data errors by approximately 25%, enhancing the reliability of HR decision-making.

- **Cost Efficiency:** By migrating to a cloud-based platform, the firm significantly reduced maintenance expenses associated with their legacy system.
- **Seamless Integration:** The system integrated effortlessly with Oracle Cloud and third-party systems, ensuring smooth data flow and operational consistency.
- **Enhanced Security:** Advanced security and compliance tools protected HR data, reducing the risk of breaches and unauthorized access.
- **Mobile Accessibility:** On-the-go access to HR tools and data empowered the team to stay connected, productive. Streamlined Compensation: Automation improved accuracy, reduced manual effort, and cut processing times by up to 30%.



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| Summary

Hexaware collaborated with a leading multinational law firm to transform their HR operations through a smooth PeopleSoft to Oracle HCM Cloud migration. This transition tackled inefficiencies in data management, compensation planning, and performance reviews while automating upgrades and integrating workforce analytics. By embracing a cloud-based solution, the firm not only reduced IT overhead and costs but also enhanced employee satisfaction and streamlined HR processes. With centralized data, self-service tools, and improved agility, the firm now enjoys a scalable, cost-effective HR platform that supports their long-term growth and aligns seamlessly with their strategic goals.



About Hexaware

Hexaware is a global technology and business process services company. Every day, Hexawarians wake up with a singular purpose: to create smiles through great people and technology. With this purpose gaining momentum, we are well on our way to realizing our vision of being the most loved digital transformation partner in the world. We also seek to protect the planet and build a better tomorrow for our customers, employees, partners, investors, and the communities in which we operate.

With offices across the world, we empower enterprises to realize digital transformation at scale and speed by partnering with them to build, transform, run, and optimize their technology and business processes.

Learn more about Hexaware at www.hexaware.com.

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