

HEXAWARE

Accelerated HR Modernization for a Global Law Firm with Oracle Cloud Infrastructure

Case study



Client

| Client

Challenge

Solution

Benefits

Summary

Global Reach, Complex Needs

A leading global law firm needed to modernize its IT backbone. Facing workforce growth and evolving HR demands, the firm sought a more agile, secure, and efficient HR platform to enable digital transformation. The objective was clear: to future-proof their operations through Oracle cloud migration and set the stage for a seamless PeopleSoft to Oracle HCM cloud migration.



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Aging Systems Holding Back HR Innovation

Their on-premises PeopleSoft HCM 9.2 system was reliable but resource-heavy and slow to adapt. To better support HR teams in the U.S. and Saudi Arabia, the client needed a secure, seamless HR cloud migration to a scalable platform, which would enable faster updates, less manual work, and minimal disruption, essential for any forward-thinking law firm HR modernization initiative. The challenge was to execute a PeopleSoft to Oracle HCM cloud migration that would maximize operational efficiency and lay the groundwork for HR process automation.



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Smart Migration, Global Support

Hexaware migrated PeopleSoft HCM and PeopleTools from on-premises to Oracle Cloud Infrastructure, covering core HR functions such as recruiting, benefits, payroll, time & labor, and absence management. Automation tools accelerated customization analysis, assessment, and testing, reducing both time and risk while enabling HR process automation. Post-migration, Hexaware provided comprehensive global support for smooth, uninterrupted HR operations, demonstrating expertise in Oracle cloud migration for complex legal environments.

Our services:

- Designed a secure OCI landing zone for PeopleSoft, aligned with CIS benchmarks and governance, supporting a robust HR cloud migration.
- Used PeopleSoft Cloud Manager for automated provisioning and seamless migration, facilitating the PeopleSoft to Oracle HCM cloud migration process.
- Delivered 24x7 managed support with SLA-driven incident and change management.
- Managed PeopleSoft 9.2 environments using PeopleSoft Cloud Manager for enhanced user experience and HR process automation.

- Performed regular health checks and tuning for optimal performance across application, web, and database tiers on Oracle Cloud Infrastructure.
- Configured high availability and disaster recovery using OCI Load Balancers and Full Stack Disaster Recovery (FSDR) for resilient Oracle cloud migration.
- Implemented OCI-native backup and recovery using Object and Block Storage.
- Ensured compliance and audit readiness with secure configurations, logging, and access tracking.

Key Accelerators:

- Oracle Cloud Adoption Framework (CAF): CAF's tailored guidelines and best practices helped smooth the onboarding process and optimal use of Oracle Cloud Infrastructure resources during the HR cloud migration.
- PeopleSoft Cloud Manager: Leveraged for automated migration, deployment, and management of PeopleSoft environments on Oracle Cloud Infrastructure, supporting lifecycle automation, configuration, and zero-downtime migration for PeopleSoft 9.2+ and PeopleTools 8.58+ -- a cornerstone of the PeopleSoft to Oracle HCM cloud migration strategy.



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Cost optimization, Scalability, Security, and Access to Next-gen Technologies

- Reduced Total Cost of Ownership (TCO) with pay-as-you-go models and Bring Your Own License (BYOL) models through Oracle cloud migration.
- Eliminated obsolete customizations after thorough analysis, streamlining HR process automation.
- Flexible and effortless scalability boosted performance and reliability on Oracle Cloud Infrastructure.
- Secure data and adherence to global compliance standards minimized risks, critical for law firm HR modernization.
- 40% Better application performance on OCI with high-end infrastructure.
- Enhanced user experience and business agility post HR cloud migration.
- Ensured business continuity with Oracle's built-in disaster recovery and backup.
- Faster time-to-value with rapid provisioning, remote access, and built-in resilience, thanks to a seamless PeopleSoft to Oracle HCM cloud migration.
- Future-proofed existing landscape with OCI, delivering next-gen features, HR process automation, and innovation.



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A Confident Step Into the Future

The client migrated its reliable but resource-intensive PeopleSoft HCM 9.2 system to Oracle Cloud Infrastructure with Hexaware's smart, low-risk migration strategy. Core HR modules—including payroll, benefits, and time management were seamlessly transitioned with automation, accelerating testing and reducing complexity. Through a successful PeopleSoft to Oracle HCM cloud migration and robust HR cloud migration, the client now benefits from optimized costs, elastic scalability, and enterprise-grade security. The move ensures business continuity, faster provisioning, and establishes a clear roadmap for law firm HR modernization and innovation through OCI's next-gen features and HR process automation capabilities.



Ready to modernize your HR?

Contact us at marketing@hexaware.com to learn how your organization can achieve similar results with Hexaware and Oracle Cloud.

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 <https://www.hexaware.com>.

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