HEXAWARE

Empowering a Utility Construction Leader with Oracle Fusion Cloud Payroll Redesign and Elements Consolidation

Case study



Client

Client

Challenge

Solution

Benefits

Summary

A Trusted Partner in Energy Infrastructure

The client is a prominent construction company specializing in utilities, renowned for delivering electric distribution engineering, system planning, and project management services to the energy and utility sectors. Their expertise spans the design and planning of power distribution systems, field services and inspections, make-ready coordination for telecommunications and electric grid updates, and rapid storm and damage assessment. By supporting critical infrastructure, the client plays a vital role in powering communities and ensuring reliable energy delivery.



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Navigating the Maze of Payroll Complexity

The Weight of Manual Maintenance

For years, the client's payroll operations were burdened by an overwhelming volume of manual tasks. With approximately 1,407 payroll elements—871 of which were union-specific—each payroll cycle demanded extensive hands-on maintenance. This not only consumed valuable time but also increased the risk of human error, making payroll a source of ongoing frustration and inefficiency.

Configuration Failures and Data Disarray

The payroll system's configuration was fraught with inaccuracies, leading to frequent processing issues. Integration gaps between applications resulted in data inconsistencies, undermining the reliability of payroll outputs and complicating reconciliation efforts.

Error-prone Calculations and Governance Gaps

Nearly 1,000 fast formulas powered payroll calculations, but their complexity made them highly error-prone. Incorrect calculation logic, costing discrepancies, and unmet reporting needs further eroded confidence in payroll accuracy. The lack of robust governance controls left the system vulnerable to unauthorized changes, compounding operational risk.

The client's payroll environment had become a tangled web of manual processes, technical debt, and governance challenges, demanding a bold, transformative solution.



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Hexaware's Action-oriented Payroll Redesign Journey

What Hexaware Did: A Comprehensive, Empowering Approach

Hexaware stepped in as a supportive and action-oriented partner, leveraging its deep expertise in Oracle Fusion Cloud HCM and Payroll transformation. The following services formed the backbone of the solution:

- **Oracle Fusion Cloud Payroll Element Redesign and Consolidation:** Automated payroll calculations and compliance.
- **HCM Consulting and Process Re-engineering:** Assessed and redesigned payroll configurations and processes.
- **Payroll Automation and Integration Services:** Streamlined workflows and validated integrations.
- **Oracle HCM Data Loader Enablement:** Enabled efficient data migration and ongoing management.
- **Fast Formula Optimization:** Reduced and simplified fast formulas for accuracy and maintainability.
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How the Solution was Implemented: From Complexity to Clarity

Hexaware began with a meticulous review of all 1,407 payroll elements and nearly 1,000 fast formulas. Through targeted consolidation, the element count was reduced to approximately 20, and fast formulas were streamlined to just 40, representing a transformative simplification. Configurations were overhauled to ensure end-to-end payroll flow, while integrations with boundary applications were validated to eliminate data inconsistencies. Payslips were customized in Oracle to meet the client's unique needs, and new reports were developed to enhance visibility. Hexaware also designed HDL loaders to enable efficient and accurate data loading. Throughout the journey, Hexaware's transparent and empowering approach ensured the client's teams were supported, informed, and equipped for long-term success.



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Quantifiable Payroll Gains Delivered

Maintenance Effort Reduced by ~98%
By consolidating payroll elements from 1,407 to just 20 and fast formulas from 1,000 to 40, the client saw a dramatic reduction in manual maintenance—freeing valuable time and resources.

Governance Strengthened with Process Controls
Process-oriented modifications now prevent direct changes to element entries, ensuring robust governance and reducing the risk of unauthorized or erroneous updates.

Accuracy Enhanced Through Automation
Automated payroll calculations, including location override benefits, have significantly improved accuracy and minimized errors that once plagued manual processes.

End-to-End Automation Accelerates Payroll Cycles
With streamlined data entry and processing, payroll cycles are faster and more reliable, supporting the client's operational efficiency and business agility.

Benefit Area	Before Hexaware	After Hexaware	Improvement
Payroll Elements	~1,407	~20	~98% reduction
Fast Formulas	~1,000	~40	~96% reduction
Manual Maintenance	High	Minimal	Significantly lower
Payroll Accuracy	Error-prone	Highly accurate	Substantially better
Governance	Weak	Strong	Robust controls

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A Future-Ready Payroll Operation in Action

Today, the client enjoys a streamlined, automated payroll environment that empowers their teams and supports their mission-critical operations. Manual maintenance has been slashed, payroll cycles are faster, and reporting is more insightful with customized Oracle/ADP payslips and payroll activity reports. Automated time entry from multiple sources further enhances efficiency, allowing the client to focus on delivering exceptional utility services. Hexaware's transparent, empowering, and action-oriented partnership has transformed the client's payroll from a source of complexity to a model of efficiency and reliability.



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Ready to Transform Your Payroll Processes?

Contact us today at **marketing@hexaware.com** to discuss how Hexaware can empower your business.

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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