

Government Ministry in the Middle East

Client Spotlight

Duration of the Project

1.5 years
(July 2010 – Nov 2011)

Team Size:

12

An Overview:

The client required Implementation of the Oracle HR, Payroll and GL Accounting Applications. They required a Performance enhancement and complete analysis and review of their existing eMinistry system. Also, preferred to determine the feasibility of the existing configuration and its utility on the new Human Resource platform.

Business Requirements and Challenges:

There was no tool for performance management and for a complete analysis and review of the existing eMinistry system. The customer wanted the local legislative policies to be added to the processes.

Some critical challenges faced by HEURISTICS team includes:

- In the existing system, all HR & Payroll functions were performed manually for an organization consisting of 650,000 employees.
- The eMinistry System had to ensure that the ISF were paid accurately, fairly and in a timely standardized, transparent manner.
- Full Personnel Life-cycle Human Resources, from Workforce i.e. planning through retirement. Including Payroll covering the entire workforce.
- Determine feasibility of current system and configure the existing servers. Develop, design, map and maintain traceability of the design to requirements, identify the major components and interfaces of the system.

Solution: Oracle EBS Implementation

HIPL Role: HEURISTICS team implemented the Oracle HRMS, Payroll & Financial modules to enhance the processes of the customer.

- Performed a complete analysis and review on the existing eMinistry system and determined the feasibility of the existing configuration and its utility on the new platform.
- Updated the system with all applicable licensed, firmware and software on a monthly basis.
- Data migration from legacy HR system.
- Payroll cost allocation and mapping of GL and HR cost centres.
- Established and maintained an efficiently running Oracle Application Suite.
- Provided an inventory of all software and firmware licenses and their expiration dates. Instructed the client personnel about how to manage the Oracle software licenses.

HIPL Value Addition for Client benefit:

- Helped the client in strengthening the checks and controls and implementation of local legislative polices.
- System Availability- Ensuring personnel data systems are available to all users as per hierarchy and pensions granted in accordance with the client's Chief Information.
- Automated mapping of GL and HR cost centres.