



A better way to cool your environment

## Fusion HCM and Payroll Implementation at Qatar Cool, Qatar

# Background

Qatar Cool is a leading commercial provider of district cooling services in Qatar, with a fully paid share capital of 330 million Qatari Riyals.

Qatar Cool currently owns and operates three cooling plants covering the West Bay and The Pearl-Qatar districts over 1247 million ton-hours of refrigeration sold to date. In terms of reduction of emissions, all three plants eliminate around 250\* million kilograms of carbon dioxide from the atmosphere per year, which is equivalent to removing over 49,000 vehicles from the roads or planting 250,000 mature trees.

# Project Outline

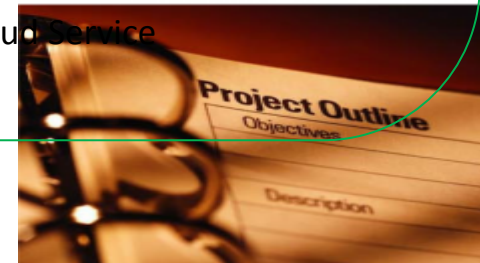
**Kick Off Date** : 15-Jan-2014

**Soft Go Live Date** : 01-Sep-2014

**Full Go-Live Date** : 12-Oct-2014

## Modules Implemented

- Fusion Human Capital Management Base Cloud Service
- Fusion Global Payroll Cloud Service
- Fusion Goal Management Cloud Service
- Fusion Performance Management Cloud Service
- Fusion Talent Review Cloud Service
- Fusion Workforce Compensation Cloud Service
- Fusion Transactional BI for HCM Cloud Service
- Fusion Transactional BI for Talent Management Cloud Service
- Fusion Payroll Interface Cloud Service
- Fusion Talent Management Base Cloud Service



# Resource Details

## Evosys Resource Details

**Project Manager : 1**

**Functional Consultant Onsite : 1**

**Technical Consultant Offshore: 1**



# Business Needs

Implement a user friendly system which integrates the workforce deployment and development processes for automated and effective turnaround resulting in efficient SLA compliance from the HR Department.

Eliminate the paper based informal way of initiating the Employee Relations' Processes.

Implement robust and automated payroll processing system which requires minimal manual intervention for the end-to-end payroll cycle.

Manage Real Time Reporting & Analysis of the organization's HCM and Payroll Requirement.

Integrated processes with accurate record keeping and auditing.



# Challenges



SaaS based application, therefore limited flexibility and lot of dependency on Oracle Support and Development Teams.

First Project in Qatar to implement entire Fusion HCM Suite.

One of the first few implementations worldwide to deliver HCM integrated Taleo Recruiting along with Fusion Financials and Procurement .

Unplanned upgrade to Release 8, a major upgrade for HCM.

Localization not available for Qatar.

Introduction of Absence Management in Release 8.

Streamline the current business processes and provide better business strategy approach.



# Solutions



Implement Fusion Global Human Resources on R8 with Absence Management and Self Service.

Implementation of Global Payroll meeting the organization as well as legislative requirements with automated processes.

Configuring Goal Management, Performance Management and Talent Review for streamlined efficient workforce development cycles.

Integration with Taleo Recruiting for seamless data exchange to and from the Fusion Applications.

Implement Approval hierarchy for various HR related transactions as per client requirement.

Develop integrated reports for each Business roles. Reporting enhanced the visibility and performance of business processes.



# Business Benefits Delivered

Employee empowerment - greater adoption of Self-Service outside HR Organization because of simplified user interface.

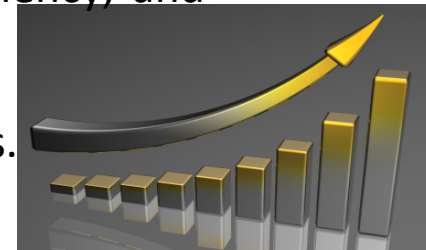
Embedded analytics provides easier reporting and visual displays for variety of roles within the Organization.

Standardized and automated several manually intensive process, especially performance and compensation management.

Established a standardized process for setting and measuring employee goals—helping to improve retention and ensuring that goals align with organizational strategy.

Automated HR processes, including performance reviews—replacing cumbersome paper-based procedures to improve traceability, efficiency, and visibility.

Significant reduction in the turnaround time for HR related activities.





## Business Benefits Delivered Cont...

Carrying out end-to-end transactions without requiring to use a single piece of paper.

Role Based Access Control security to manage the user privileges

Manager based dashboards to effectively manage workforce in order to cascade productivity and employee enhance performance .

End to End payroll processing with minimum user intervention.

Effective end user trainings with hands-on the Fusion Application for faster understanding and better ease of use.

Consolidated real time HCM reporting along with Business Intelligence dashboards and analytics

Flexible Approval configuration as per client requirements.

## Critical Success Factors

Complete and Integrated HCM system possessing an amalgamation of best in class processes and world class technology.

Ease of access through various modes of accessibility.(Eg. Tablet, Smartphone, etc.)

Reduced the business cost and increase the productivity and turnaround.

Role based User Access, having Security to have Consolidated Data Access or specific Operation Access.

Real Time Business intelligence reporting with dashboards, analytics and fixed format reports to supports analysis and decisions making.



# Milestones



First Fusion HCM and Payroll implementation in Qatar

First Fusion Implementation in the Middle-East which is integrated with Taleo Suite.

One of the first few implementations of Fusion Suite on Release 8.



**Specialized**

Oracle HCM Cloud:  
Oracle Fusion HCM Cloud  
Service Solutions



# Thank You

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