



HIGH
TECH
CLIENT

HAPPY CLIENT STORY

Implementation of
Oracle Fusion HCM Performance Management
Goal Management & Workforce Compensation.



CRITICALRIVER
INSIGHT • EXECUTION • RESULTS

AT A GLANCE



Revenue

USD ~ \$220mm



Location

North America



Industry

Technology



Established In

1975

HIGH TECH CLIENT

ABOUT THE CLIENT

ABOUT THE CLIENT:

Our client is a leading provider of advanced, high-performance process control metrology and inspection systems used in the fabrication of semiconductors. And are pioneers and innovators in the field of optical metrology.

They have an extensive installed base of more than 6,500 systems in over 150 production factories worldwide.

What was implemented?

ONE

Oracle HCM

Oracle Fusion HCM Performance Management and Goal Management modules were implemented for quarterly check-Ins having set of questionnaires and Performance Goal. Talent review module was implemented for 9 Box talent review.

HIGH
TECH
CLIENT

TWO

Taleo Business Edition

Hiring Manager Self Service go live. Oracle Taleo(TBE) was only used by recruiters at the company in this project Hiring Manager self-service was made live in Taleo to enable HMs to approve Requisitions, conduct interview and monitor candidate dispositions. List views and Layouts were customized for Hiring managers.



CRITICAL RIVER
INSIGHT • EXECUTION • RESULTS

What was implemented?

THREE

Merit and RSU Implementation

Oracle Fusion HCM Workforce Compensation module was implemented for Merit Increase, RSU Increase and Promotions. Mass upload of grades with min, max and medium compensation values was made for calculation of Comp ratio which helped in merit increase decisions made across countries. Custom Merit Increase letter was developed showing conditional all the three increase in same letter.

HIGH
TECH
CLIENT

FOUR

Release 11 Upgrade

Oracle Fusion HCM Release 10 was upgraded to Release 11 with enabling new features and retrofitting of ADP interface due to change in main payroll interface DBI.



CRITICAL RIVER
INSIGHT • EXECUTION • RESULTS

Results Achieved

HIGH
TECH
CLIENT

16 week
implementation

Created
Interface
between
Benefits and
Fusion HCM
System

Eliminated
double tasking
of creating
employee in
benefits
application

Accurate
Payroll on
time, no more
manual
interventions
ADP Interface
fixed



CRITICAL RIVER
INSIGHT • EXECUTION • RESULTS

AT A GLANCE



Timeline

16 week project



Deployment At

North America



Industry

Technology



Products Implemented

Oracle Cloud HCM

Oracle Taleo

HIGH TECH
CLIENT

ABOUT CRITICALRIVER



ABOUT CRITICALRIVER:

CriticalRiver is a trusted technology partner for comprehensive Oracle Consulting and Development services across the globe.

With their highly experienced team, they prioritize understanding client needs and industry best practices so as to approach any problem with insight and careful strategic planning.

CriticalRiver is an Oracle Gold Partner.

Other brands we have worked with

HAPPY
CLIENTS
STORIES



HIGH TECH CLIENT

Client Reference Available
on Request

Talk to us:

www.criticalriver.com

<https://www.linkedin.com/company/criticalriver-technologies/>

Partner Contact:

Kyle Grishin

Kyle.Grishin@criticalriver.com



CRITICALRIVER
INSIGHT • EXECUTION • RESULTS