

Fusion HCM Rapid Start overview

Lower cost, rapid deployment



Challenge

While today's Human Capital Management (HCM) software landscape is fast moving, agile and full of potential, organizations are still facing time and budget constraints in the challenging economic climate. Hitachi Consulting, in alliance with Oracle, is offering a software implementation method to assist customers in realizing the broad range of benefits that an HCM software application can offer, but within predictable time frame and cost parameters. By choosing from a set of off-the-shelf pre-defined offerings, we can help provide a pragmatic approach to your software implementation, delivered by a trusted, experienced and professional team.

Rapid Start offerings

When Oracle launched Fusion Applications, it was at the forefront of their minds that they wanted to accelerate the implementation time frame so that customers quickly realized the benefits of their new applications. Oracle has developed the Rapid Start program; a set of guidelines with pre-delivered content and tools that help enable a standardized approach to a new implementation with pre-defined scope, time frame and cost. As a certified member of the Rapid Start Program and an Oracle Diamond Partner, Hitachi Consulting has developed the methodology to deliver a number of offerings based on the Oracle Fusion HCM family of applications.

The offerings are delivered via SaaS (software as a service), an Oracle public cloud, meaning customers are able to leverage industry-leading software, without the time frames, cost and ongoing maintenance commitments of an in-house implementation.

Oracle Fusion HCM applications are built on it capable of talking to other business applications. A large company with an already considerable investment in HCM applications and technology can look to enhance that portfolio with a Fusion HCM SaaS deployment rather than have the costly exercise of replacing it just to get the extra piece of required functionality. You require. For a small to medium size company, a SaaS deployment of one or two modules within the HCM suite is an ideal base on which to grow your software portfolio. You won't have an expensive and lengthy implementation, and you can choose to take additional modules if and when your business needs require them.

The Oracle Fusion HCM applications family is a suite of modules, all designed to assist an organization in managing their human capital from recruitment to retirement. The modules within the suite are grouped into three main workforce lifecycle areas:

- Workforce deployment - core HR and payroll
- Workforce development - talent management
- Workforce rewards - compensation and benefit

As a customer you would subscribe to the Fusion HCM offering that best fits your business needs and once delivered, users access the application over the internet.

Solution-based HCM offerings

- **Talent management and compensation, with HR coexistence**, provides the talent management modules as closely integrated add-ons to complement and enhance your existing HCM software by integrating closely with software
- **Core HR and benefits**, with a third-party payroll interface provides the core HR and benefits modules, together with an interface to integrate them with your existing payroll software/payroll provider
- **Core HR and payroll** provides core HR and payroll modules to enable you to build a solid HCM foundation on which to grow your portfolio if and when your business needs dictates
- The full Fusion HCM Suite provides the entire suite of HCM applications listed above.



Benefits of Rapid Start offerings

- Pre-defined scope, time frame and cost:
 - Each offering has been packaged to offer customers a range of software solutions
 - Each offering has a clear time frame from customer engagement to deployment
 - Each offering has a clear, standard cost attached
- SaaS deployment:
 - Deployed via the Oracle public cloud
 - Can be used with on-demand and on-premise customers to accelerate their solution design

Why choose Hitachi Consulting

By choosing Hitachi Consulting you are choosing an implementation provider that will give you the confidence to realize the potential of an Oracle Fusion HCM cloud implementation. We are a recognized knowledge leader in enterprise integration, and have a proven track record with Oracle implementations, from on-premise, managed service to Oracle On Demand, covering both large and small implementations. We are an accredited Oracle Diamond Partner and work closely with Oracle to ensure we remain at the forefront of Fusion technology and applications.

We work with our customers to provide a range of flexible services, from strategic resources, implementation teams, change management capability, offshore development and fully managed service support. Our people have both business know-how and functional and technical product knowledge, and we understand the challenges that organizations are under to deliver greater results with fewer resources and smaller budgets.

Our methodology ensures the right implementation, enabling you to move forward and gain the most return on your investment. By developing our methodology, we provide Oracle-certified, and quality-assured offerings to deliver a first-class solution within predictable time frames and cost parameters.

As a key component of our methodology, we offer a pre-project readiness review to any potential customer, with no obligation to engage us thereafter. We feel this stage makes the difference between a good and a great Oracle Fusion SaaS implementation. This stage has the sole focus of providing an organization with clarity on whether they are Fusion and SaaS ready, and if not, recommendations for how to achieve this. We conduct three days of interviews and workshop sessions, deliver feedback on our findings and provide recommendations together with a high level scope and project plan.

Another key differentiator that sets us apart is our first-class change management practice. We offer industry-specialist consultants to help you plan and execute your change program in a way that supports your corporate strategy and business objectives. We assist you in engaging your workforce and stakeholders, and we understand the need to deliver quick results, with minimal risk. Our goal is to help you successfully implement change that is adopted and sustained throughout all levels of your organization.

About Hitachi Consulting

Hitachi Consulting is the global solutions and professional services organization within Hitachi Ltd., a global innovation leader in industrial and information technology solutions and an early pioneer of the Internet of Things. Hitachi Consulting is a business integrator for the IoT era and a catalyst for digital transformation. Using our deep domain knowledge, we strategically collaborate with our clients to help them innovate faster, maximize operational efficiency and realize measurable, sustainable business and societal value. As a consulting-led solutions company, we can help you leverage data as a strategic asset to drive competitive differentiation, customer loyalty and growth. To learn more, visit www.hitachiconsulting.com.