



Human Capital Management (HCM) Cloud

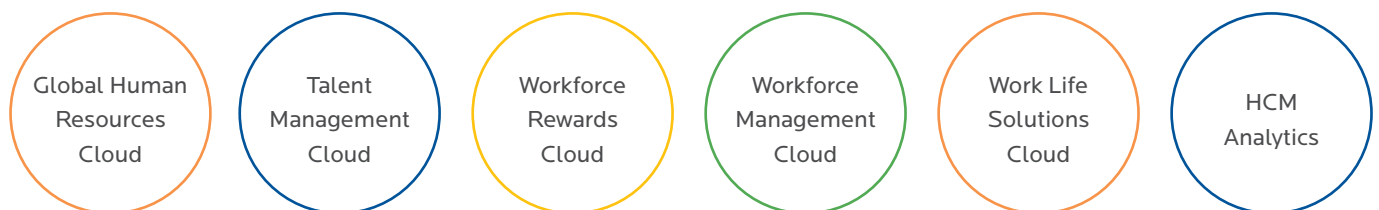
Leverage Cloud and Transform your Workforce Management for a Better Tomorrow

HCM Technology

Quality and success of any organization hinges on the quality of its human capital and with dynamically changing environment, dramatic transformation in the industry, market disruption brought by cloud based ERPs and an ever-increasing young workforce in market, Human Capital Management has taken a center stage in strategic thought across organizations. Human Resource (HR) challenges like workforce planning, retention, succession planning and skill gaps can be addressed through a Human Capital Management (HCM) solution, which needs to play a key role at every stage of employee engagement: from recruitment and onboarding through development and alignment of performance and goals to retirement.

HCM Cloud

The Oracle HCM Cloud is a comprehensive set of applications that provide customers with a broad array of HR capabilities and unprecedented vision and flexibility in managing talent. Following are the solutions offered by Oracle HCM Cloud:



Birlasoft Offering and Differentiators

Birlasoft, an Oracle Platinum Partner, has a complete set of cloud offerings and solutions for integrated HCM solution. Our HCM offerings, combined with Birlasoft's proven expertise in cloud solutions, in-depth exposure to HR domain, and efficient global delivery model enable us to deliver a hassle-free HCM Solution.

Solution	Birlasoft Offering	Birlasoft Differentiators
Base Solution	The Workforce Plan (Core HR + Profile Management)	<ul style="list-style-type: none"> • Solution accelerators to ensure rapid implementation • Pre-developed reports for compliance/regulatory requirements • Pre-built documentations/trainings for faster realization and move to a steady state
Talent Centric Solution	The Proficiency Plan (Core HR + Profile Management + Goal + Performance + Talent Review & Succession Planning + Learn)	<ul style="list-style-type: none"> • Talent based reporting – Comprehensive Talent view of individuals, Talent Gap Analysis Reports • Automated loads from disparate systems to ensure data availability at near real-time
Rewards-Based Solution	The Remuneration Plan Core HR + Benefits + Compensation + Payroll (if available)	<ul style="list-style-type: none"> • Pre-built templates to ensure rapid application deployment • Rewards-based reporting – Costing analysis report, to bring in data from all functionalities to give detailed cost breakdown per employee • Pre-built documentations/trainings for faster realization and move to steady-state
Holistic Solution	The Unified Plan All Modules	<ul style="list-style-type: none"> • All the above-mentioned differentiators • Additionally, Data Flow Chart explaining movement and function of varied data and functionalities in complete HCM solution

Birlasoft Implementation Packages

Birlasoft offers different packages under HCM Cloud, which are majorly categorized into three categories – Base, Talent and Workforce. Here is the mapping of Birlasoft offering plans along with Oracle Offerings:

Birlasoft Implementation Packages	Global Human Resources Cloud	Talent Management Cloud	Workforce Rewards Cloud	Workforce Management Cloud	HCM Analytics
Base Solution (the Workforce Plan)	✓				✓
Talent Centric Solution (The Proficiency Plan)	✓	✓			✓
Rewards-Based Solution (The Remuneration Plan)	✓		✓		✓
Holistic Solution (The Unified Plan)	✓	✓	✓	✓	✓



RESOURCES

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Enterprise to the Power of Digital™

Birlasoft combines the power of domain, enterprise and digital technologies to reimagine business processes for customers and their ecosystem. Its consultative and design thinking approach makes societies more productive by helping customers run businesses. As part of the multibillion diversified CK Birla Group, Birlasoft with its 10,000 engineers, is committed to continuing our 150 year heritage of building sustainable communities.