

Oracle Human Resource Analytics at Novartis



client

Novartis
Industry: Healthcare
Basel, Switzerland
119,418 employees

technology

Oracle HR Analytics
Peoplesoft Human Capital Management
Oracle Business Intelligence Enterprise Edition

testimonial

"KPI Partners' consultants are some of the best consultants I have ever worked with. They are knowledgeable and extremely experienced with Informatica and OBIEE, the software used for a HR PeopleSoft Analytics Project."

- Frank Finch, Novartis

Oracle BI Project Wins The Novartis' Above and Beyond Award

About Novartis

Novartis provides healthcare solutions that address the evolving needs of patients and societies worldwide. Their broad portfolio includes innovative medicines, preventive vaccines and diagnostic tools, generic pharmaceuticals and consumer health products. Novartis is the only company to have leadership positions in each of these areas.

Novartis has over 100,000 employees in 140 countries around the world and is global leader in the research, development, manufacturing and marketing of products to protect and improve health and well-being.

Challenges

Novartis' HR department was having a difficult time understanding the factors influencing the retention of key employees. Their employee performance was difficult to analyze and improve. Self-serving and ad-hoc reporting depended on IT too much.

Solution

KPI Partners implemented Oracle's HR Analytics solution sourced from Peoplesoft. Key project milestones included the loading of 3 years of historical data and implementing Novartis' unique data security requirements.

In addition, sixteen out of the box reports were customized to use Novartis' business terminology and the ETL process was performance-tuned to ensure that data was updated frequently.

"KPI Partners understands our business requirements well and are very adaptive to our constrained infrastructure environments."

- Frank Finch
Novartis Project Manager



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