

Human Resource Analytics for Global Pharmaceutical



client

Global Pharmaceutical
Industry: Pharmaceutical
Revenue: \$40 billion
100,000 employees

technology

Oracle Business Intelligence
Oracle HR Analytics
PeopleSoft
Oracle Database

testimonial

"They 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 our HR PeopleSoft Analytics Project. They understand our business requirements well and are very adaptive to our constrained infrastructure environments."

- Manager
Global Pharmaceutical

Improving employee retention using Oracle Business Intelligence Applications

About Global Pharmaceutical

As one of the global top ten pharmaceutical companies they have over 100,000 employees in 140 countries. They are a global leader in pharmaceuticals, generics, vaccines, and consumer health products.

As a diverse pharmaceutical company they offer complementary healthcare business that meets the changing needs of patients and societies worldwide. Their pharmaceuticals division is recognized worldwide for the innovative medicines they provide patients, physicians and healthcare organizations.

Challenges

The company's HR department was having a difficult time understanding the factors influencing the retention of key employees. Employee performance was difficult to analyze and improve. Self-serving and ad-hoc reporting made the business too depend on the Information Technology department.

Solution

The pharmaceutical company implemented Oracle's HR Analytics solution sourced from Peoplesoft. Key project milestones included the loading of 3 years of historical data and implementing the client's unique data security requirements. In addition, sixteen out of the box reports were customized to use the client's business terminology and the ETL process was performance tuned to ensure that data was updated frequently.

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- Manager, Global Pharmaceutical