

Case Study: Healthcare

Dexian Successfully Supports a Medical Research Institute's Workday Transition

CASE

CLIENT INFORMATION:

A prestigious medical research institute based in New England, with long-standing commitment to patient care and groundbreaking research.

PLACEMENTS

5

Consultants

SKILL SETS

- Peoplesoft HCM Developer
- Peoplesoft Benefits Analyst
- iCIMS Analyst
- Oracle Fusion Consultant
- UKG Lead Consultant

TECHNOLOGIES

- Peoplesoft HCM
- UKG
- Oracle
- iCIMS

LENGTH OF CONTRACT

12 Months

Problem

Multiple HR Systems: Client uses a complex HR technology stack including Peoplesoft (Core HCM & Finance), UKG (Time & Absence), iCIMS (Recruiting), and Oracle Fusion (Learning, Goals & Performance).

Workday Implementation: Undergoing a full-scale Workday implementation project.

HR Operations Staffing Challenge: Due to the focus on Workday, the existing HR Operations team required additional support to maintain their current systems and processes.

Solution

Needs Assessment: Dexian collaborated with client to identify staffing gaps arising from the team's shift to the Workday implementation project.

Targeted Support: Dexian strategically placed consultants within client's HR Operations and Business Systems teams, focusing on specific areas like Peoplesoft (Core HCM & Benefits), iCIMS, and Oracle Fusion Goals & Performance.

System Expertise: Dexian consultants provided specialized support to ensure the smooth operation of these critical HR systems.

Outcome

Streamlined Operations: Dexian's consultants helped client maintain critical HR systems (Peoplesoft, iCIMS, Oracle Fusion) during the Workday implementation, minimizing disruption to ongoing HR processes.

Enhanced Capacity: Dexian's expertise allowed client's existing HR team to focus on the Workday project without neglecting their core responsibilities.

Successful Transition: By providing targeted support, Dexian facilitated a smooth transition for client's HR operations despite the team's shift in focus.

STUDY