

Breaking Down HR Silos: How INTECH Helped Unifeeder Transform Multi-Country Operations



Overview

In today's interconnected business landscape, managing a global workforce demands precision, consistency, and scalability. When Unifeeder, a global logistics leader operating across 16 countries, 32 locations, and 27 business units - faced the challenge of harmonizing their HR operations, they turned to INTECH. It marked the beginning of a transformation that would redefine their human capital management approach.

The Business Challenge

Unifeeder's diverse geographic footprint had led to fragmented HR practices, with each region operating through siloed systems and inconsistent processes. This created data integrity issues, reporting challenges, and lost operational efficiencies across their European and Indian Sub-continent entities.

As a business-focused technology partner, INTECH understood Unifeeder's need to maintain operational effectiveness while standardizing global HR management. The goal was to deliver an innovative, reliable, and scalable HCM platform that would position Unifeeder for long-term success.

The INTECH Approach

Working closely with Unifeeder's HR and IT teams, INTECH crafted a tailored Oracle Fusion HCM implementation plan focused on three key pillars:

Unified Global Platform

- ▶ Deployed a single Oracle Fusion Cloud instance across all entities to centralize HR data and processes
- ▶ Standardized core HR processes using Oracle's best practices for improved efficiency
- ▶ Established consistent workflows and approval mechanisms to enhance governance

Comprehensive HCM Capabilities

- ▶ Implemented four essential HCM modules: Goal Management, HCM Base, Performance Management, and Learning
- ▶ Integrated these modules to provide a seamless, streamlined workforce management experience

Advanced Analytics Integration

- ▶ Leveraged Oracle Transactional Business Intelligence (OTBI) to deliver real-time, data-driven insights that informed strategic workforce decisions
- ▶ Implemented Oracle Analytical Cloud to enable interactive dashboards and predictive analytics, allowing Unifeeder to anticipate trends and optimize talent management.

Business Outcomes

INTECH's solution-oriented approach and Unifeeder's commitment to innovation produced tangible results:

- ✦ Unified HR processes across 27 business units, streamlined workflows between regions
- ✦ Cleansed and standardized HR data, implemented consistent data governance
- ✦ Enabled real-time analytics, improved decision-making through integrated insights
- ✦ Established uniform access controls, and standardized approval workflows

This transformation has equipped Unifeeder with a future-ready HCM foundation, positioning them to effectively manage their global workforce and drive continued growth.

Client Quote

"INTECH has very right resource pool and their knowledge is always up to the market standards. Their consultants feel responsible and accountable - they don't just act as consultants, they take ownership and close the issues. Their contribution is invaluable."

Take the Next Step Toward HR Excellence

Ready to revolutionize your HR operations? Our Oracle Fusion HCM experts are prepared to help you achieve the same transformative results we delivered for Unifeeder.

Schedule a complimentary consultation to discover how we can optimize your HR processes, enhance data integrity, and drive operational excellence across your organization.