

First ECEMEA implementation covering Fusion HCM, Fusion ERP and Taleo Suite by Evosys

About Qatar Cool

Qatar Cool is a leading commercial provider of the district cooling services in Qatar, with a fully paid share capital of 330 million Qatari Riyals. Qatar Cool currently owns and operates three cooling plants covering the West Bay and The Pearl-Qatar districts over 1247 million ton-hours of refrigeration sold to date.

The new application will enable Qatar Cool to adopt industry best practices in areas of human resource management, financial management and talent and acquisitions.

Modules Implemented

Phase 1

- ★ Fusion Human Capital Management Base Cloud Service
- ★ Fusion Global Payroll Cloud Service
- ★ Fusion Goal Management Cloud Service
- ★ Fusion Performance Management Cloud Service
- ★ Fusion Talent Review Cloud Service
- ★ Fusion Workforce Compensation Cloud Service
- ★ Fusion Transactional Business Intelligence for Human Capital Management Cloud Service
- ★ Fusion Transactional Business Intelligence for Talent Management Cloud Service
- ★ Fusion Talent Management Base Cloud Service

Phase 2

- ★ Taleo Platform Cloud Service
- ★ Taleo Recruiting Cloud Service
- ★ Taleo Onboarding Cloud Service
- ★ Taleo Learn Cloud Service

Phase 3

- ★ Fusion Financials Cloud Service
- ★ Fusion Financial Reports Center Cloud Service
- ★ Fusion Transactional Business Intelligence for Financials Cloud Service
- ★ Fusion Purchasing Cloud Service
- ★ Fusion Transactional Business Intelligence for Procurement Cloud Service
- ★ Fusion Inventory Management Cloud Service
- ★ Fusion Transactional Business Intelligence for Supply Chain Management Cloud Service

SUCCESS

Business Needs

- ★ Implement robust and automated payroll processing system which requires minimal manual intervention for the end-to-end payroll cycle
- ★ Manage real-time reporting and analysis of the organization's HCM and Payroll Requirement
- ★ Eliminate the paper based informal way of initiating the Payables and Receivables Process
- ★ Manage real-time reporting and analysis of the organization's Financial Position
- ★ Implement an organisation-wide procurement solution to streamline their Procurement Business Processes
- ★ An Integrated system wherein employee records and other functions work seamlessly
- ★ Seamless integration with social media

Challenges

- ★ It was the first implementation of Fusion Application for Qatar, which brought different legislative challenges
- ★ Cloud based SaaS Environment: High level of dependency on Oracle
- ★ Bi-Weekly Patching: In order to make sure that nothing is affected by the patch, we had to test all the key processes again, once the patching was done
- ★ No possibility for inbound integration's with SOA based customisations
- ★ Limited support for customization of the application
- ★ No Qatar Localization for implementation of Global Payroll

Business Benefits

- ★ Paperless end-to-end transactions
- ★ Manager based dashboards to effectively manage workforce in order to increase productivity and employee performance
- ★ Significant reduction in the turnaround time for business activities
- ★ Consolidated real time reporting along with Business Intelligence dashboards and analytics
- ★ Flexible Approval configuration as per client requirements
- ★ Integrated Fusion HCM and Taleo along with custom integrations