TRINITI

ON Semiconductor® ON

ON Semiconductor implements Oracle Fusion HCM R10 and integrates with Oracle EBS 12.2.5 for seamless data sharing between both the applications.

About ON Semiconductor

ON Semiconductor is a Fortune 1000 semiconductor supplier company based in the US that is committed to driving energy efficient innovations and empowering design engineers to reduce global energy use. The company operates a responsive, reliable, world-class supply chain and quality program, with a network of manufacturing facilities, sales offices and design centers in key markets throughout North America, Europe, and the Asia Pacific regions.

Existing Application Landscape

On Semiconductor has its presence across 26 countries worldwide and has workforce count of 26000. Oracle E-Business Suite R12.2.3 is their primary ERP system for HRMS and Financials. Oracle EBS has multiple integrations with other 3rd party applications.
In Oracle HRMS, they heavily use Core HR, SSHR, Performance and Talent Management, Absence Management and Self Service HR.

Business Challenges

Over a period of time, maintaining the On-Premise ERP system was becoming a daunting task due to multiple systems to manage business processes across the regions and data sanctity was impacted.
Maintaining integrations with 3rd party applications was becoming difficult due to the changes in the business requirements and the IT team was overloaded with the competing priorities.
Legacy ERP has limitations to automate the HR processes and due to which On Semiconductors had to rely on other 3rd party applications. ON Semiconductor also wanted to ensure process simplification, common standardized processes & decommissioning of legacy systems.

Future Application Landscape

To make the IT environment more effective to support business functions, ON Semiconductor has decided to implement Oracle Fusion HCM Application R10 with the following modules on-boarded.
Global HR, Taleo Recruiting, workforce compensation, Goal & Performance management, Talent review, Succession planning & Career development, Talent Management, Benefits, Self Service, Onboarding & Off boarding and Absence Management.

With the above changes in place following would be the future Oracle footprint at ON Semiconductor.

Oracle Footprint:
EBS R12 ERP (Financials, Procurement, Time & Labor),
Cloud R10 HCM (Core HR, Employee & Manager Self Service, Absence Management, Benefits, Recruitment & Onboarding, Workforce Compensation, Goal Management, Performance Management,
Talent Review, Succession Planning and Career Development)

Triniti Engagement

Data Transformation (Conversion)
Triniti transformed nearly a million lines of data for 26000 Employees across 26 countries. Triniti's team performed complex data transformation for:
- Workforce Structure which includes Locations, Organizations, Grades, Grade Rates, Job Family and Jobs
- Personal, Employment, Contacts data, Salary, Payroll, Element Entries and Talent Profiles
- Benefits and Beneficiaries

Integrations
Interfaces have been developed to integrate between Oracle EBS and Fusion Cloud HCM

Workforce Structure: - Data pertaining to the update and creation of Locations and HR Organizations is transferred using this interface. Without any manual intervention, this interface will initiate the data transfer via Fusion Middleware (12c) to Fusion HCM on cloud

User ID and Payroll File No: - Whenever there is a new Employee created or rehired in Fusion HCM, the Employee data is interfaced to EBS from Fusion HCM via Middleware Interface. At this stage, the User ID and Payroll File No. will be generated by a custom package in EBS. These 2 data sets will be updated back to Fusion HCM from EBS via middleware interface.

Below are the key highlights of the overall solution implemented at ON as part of this engagement:
- Global rollout of Oracle HCM Cloud HR
- 340 Locations, 51 Legal Entities in 26 Countries, and 6 Languages
- Top of Stack Core HR Conversion for 27,750 active data from EBS
- Top of Stack 2016 Recruitment Conversion from Legacy PeopleFluent
- Conversion of all Historical and Future Termed Employees
- 52 Roles for Employees, Managers, and HR Partners
- US Benefit Programs for Active Benefits
- 6 Core HR Integrations, 17 Cloud Central Benefit Integrations
- Integration to Oracle HCM Cloud Recruitment & Onboarding (Taleo Enterprise), EBS Financials & Supply Chain, and Benefit Vendors

Business Benefits

- Fully automated landscape
- Zero customizations and thus reducing the unnecessary workload on the IT & business workforce
- Automation of HR processes with much more advanced features to attract and retain talent
- Data sanctity is maintained
- Pull and push the data from EBS to Cloud and vice-versa to enable the 3rd party applications to work without any hindrance
- Minimal interfaces which are flexible enough to disintegrate in the future

Conclusion

On Semiconductor has taken one step forward to move and adapt to the disruptive cloud technologies and gets benefitted in terms of huge savings, and standardization of policies.

Want to know more about the solution. We would be delighted to share our experiences with you – please mail us at: contact@triniti.com

About Triniti

Founded in 1997, Triniti provides world-class business and application consulting, along with software products specifically designed to extract the full value of Oracle's e-Business Suite. At Triniti, we understand that high quality data, which can be immediately acted upon, provides a strategic advantage in the marketplace. Triniti products and Oracle e-Business Suite implementations are designed to deliver a finely tuned, robust environment that supports consistent, fact based decision making in real time.

We provide best in class solutions for complex supply chains comprising internal and/or outsourced manufacturing. Triniti has successfully led large multi-site, multi-country "big bang" implementations of the entire e-business suite. Likewise, Triniti has also implemented for much smaller companies using techniques that complement their business objectives.