



Oracle Customer Spotlight



Consum Cooperativa Improves Human Resources Management with Centralized Data Access

CONSUM COOPERATIVA

Valencia, Spain
www.consum.es

INDUSTRY:

Retail

ANNUAL REVENUE:

US\$2.213 billion

EMPLOYEES:

9,000

ORACLE PRODUCTS & SERVICES:

PeopleSoft Enterprise Human
Capital Management Suite

ORACLE PARTNER:

Deloitte
www.deloitte.es

Consum Cooperativa is a retail distribution company that operates 560 Consum and Consum Basic supermarkets as well as the Charter franchise. The company, based in Spain, is a consumer cooperative that has more than 1 million members. Ninety-five percent of the company's staff are cooperative members, with a fixed labor contract that allows for profit sharing.

Challenges

- Provide an integrated human resources (HR) management solution that aligns with corporate personnel strategy
- Develop HR management using management by competencies to ensure aligning people with business objectives
- Implement a variable compensation system based on goal achievement and performance evaluation
- Centralize HR data onto a single database to ensure easy, yet secure access to updated and consolidated quality information
- Streamline HR administration by reducing reliance on paper-based forms

Solution

- Implemented Oracle's PeopleSoft Enterprise Human Capital Management applications, including Candidate Gateway, HRMS Portal Pack, Human Resources, Talent Acquisition Manager, eDevelopment, ePay, ePerformance, and eProfile for a consolidated HR system
- Provided users with easy access to training, evaluation, development, competency, and recruitment capabilities
- Enabled Consum to execute 5,407 performance evaluations in one year and gained the ability to cross reference data with the variable compensation system, career plans, and training plans
- Provided digital access to more than 13,000 job applications, enabling 500 users to access the information through the central HR management portal to facilitate staff selection for approximately 4,000 annual positions
- Enabled users to request training courses for over 6,000 employees by linking training and evaluation data in the centralized HR system
- Eliminated the use of paper for training and recruitment processes by moving documentation to an electronic format, saving time and reducing paper storage requirements

"Oracle's PeopleSoft Enterprise Human Capital Management applications have provided us with an integrated human resources management system that helped improve the efficiency and effectiveness of our HR operations, enabled variable compensation, accelerated recruitment processes, and optimized training opportunities."

– Vicente Sanz Sancho, Personnel Organization Manager, Consum Cooperativa