



Det Norske Veritas AS
Hovik, Norway
www.dnv.com

Industry:

Professional Services

Annual Revenue:

US\$876 million

Employees:

7,000

Oracle Products & Services:

PeopleSoft Enterprise Human
Capital Management

“How we manage our personnel is more professional with our Web-based HR solution from Oracle’s PeopleSoft line of products. It has made it possible to implement a single HR policy across a large number of small sites around the globe.”

– Helene Berge Holm, HR System Manager, Det Norske Veritas AS

Det Norske Veritas AS Aids Managers and Staff with Web-based Human Resources Options

Det Norske Veritas AS (DNV) is a risk management business whose main products are classifying ships and certifying offshore and on- and offshore industries and services. The company has 6,200 employees spread across 300 offices in 100 countries. As a knowledge-based organization, DNV considers its prime asset to be the creativity and expertise of its employees.

Challenges

- Create centrally managed human resources policies and procedures for Det Norske’s 6,200 employees stationed in smaller sites around the world
- Give management a unified, up-to-date database containing overviews of each employee’s history and expertise
- Improve the overall quality of HR data

Solution

- Implemented Oracle’s PeopleSoft Enterprise Human Capital Management solution, bringing needed unification to the company’s HR processes
- Provided a centralized database with continually updated HR information, enabling management to quickly spot and respond to staffing trends and changes
- Using the electronic recruitment capabilities of the PeopleSoft solution internally and externally to streamline the appointment process
- Made HR organizational data available to individual line managers, giving them greater control over their immediate operations
- Allows for online administrative organization of an array of HR administrative processes, including job searches, staff reviews, and pay adjustment