

FAIRFIELD RESIDENTIAL LLC

Fairfield Residential LLC
San Diego, CA
www.fairfield-residential.net

Industry:

Engineering & Construction

Employees:

2,550

Oracle Products & Services:

JD Edwards EnterpriseOne
Human Capital Management
Oracle Portal
Oracle Application Server

“Upgrading to Oracle’s JD Edwards EnterpriseOne provided us unmatched reliability and flexibility and enabled us to improve human resources management across our geographically diverse company.” – Jorge Farfan, Human Capital Management Information Systems Manager, Fairfield Residential LLC

Fairfield Residential LLC Improves Information Access with Flexible Human Capital Management Solution

Fairfield Residential LLC is a leader in the multi-family home industry and consistently ranks among the largest multi-family home developers, builders, and redevelopers nationwide. As a privately held, fully integrated real estate operating company, Fairfield provides acquisitions, construction, development, redevelopment, property management, asset management, and disposition services to its clients.

Challenges

- Facilitate payroll processing across the diverse organization
- Standardize HR processes to improve efficiency and compliance
- Provide employees with online access to HR information, allowing them to view documents and make updates and changes at their convenience

Solution

- Upgraded to Oracle’s JD Edwards EnterpriseOne Human Capital Management applications to increase flexibility and improve efficiency of HR processes
- Leveraged Oracle Portal as an out-of-the box solution, enabling Fairfield to develop and deploy additional JD Edwards EnterpriseOne portlets without requiring a Java programmer
- Gained flexibility to customize portal to look consistent with Fairfield Residential corporate Web site standards
- Delivered information access to remote employees spread across 21 states, allowing staff to review pay stubs and vacation accrual, as well as make changes to their personal information
- Improved reliability and flexibility of HR systems
- Enabled self-service capabilities to reduce burden on HR staff, freeing them for other activities
- Accelerated the review and salary adjustment process by moving previously paper-based processes online with Oracle’s JD Edwards EnterpriseOne Manager Self-Service
- Processed 1,200 salary and title adjustments within the first month of releasing Manager Self Service
- Reduced errors and improved the confidentiality of the review and salary adjustment process
- Accelerated user account set up with the flexible, single sign-on capabilities managed through Oracle Application Server