



Fluidra
Sabadell (Barcelona), Spain
www.fluidra.com

Industry:

Engineering & Construction

Annual Revenue:

US\$985 million

Employees:

3,600

Oracle Products & Services:

PeopleSoft Enterprise Human
Capital Management
Human Resources
Payroll
Recruiting Solution

Implementor:

Oracle Consulting

Oracle Partner:

Sogeti
www.es.sogeti.com

“Oracle’s PeopleSoft Enterprise applications give us detailed information on the capacities of our workforce and our internal potential, ensuring that the right person is in the right job. This leads to improved management of our resources and greater competitiveness” – Joan Carles Cifre, Human Resources Director, Fluidra

Fluidra Optimizes Global Human Resources Management with Integrated Solution

With almost 40 years of experience in water applications, Fluidra applies innovation and technology to the sustainable use of water in the pool and irrigation fields, as well as in water treatment facilities and applied fluid handling applications. Fluidra has 39 production centers and 156 branches and offices in 31 countries. With a portfolio of more than 32,500 customers, Fluidra distributes products to more than 170 countries.

Challenges

- Improve visibility into the company’s human resources (HR) data to better allocate and leverage talent
- Deploy a system with multi-lingual and multi-country capabilities to meet the company’s international HR requirements
- Improve HR staff productivity
- Deploy and enforce standardized HR policies across the international organization, including benefit remuneration and performance management

Solution

- Deployed Oracle’s PeopleSoft Enterprise Human Capital Management applications, integrating more than 700 employees into a single database to extend visibility
- Facilitated HR processes across the company’s various divisions with a system that supports multiple languages and international requirements
- Improved HR reporting and decision-making capabilities through consolidated and real-time information
- Automated HR tasks, reducing the burden on the administrative staff and enabling team members to focus on value-add activities
- Improved ability to match internal candidates to more than 200 annual job openings at the group
- Improved personnel selection and hiring processes, helping Fluidra to standardize processes across divisions and international borders
- Gave employees the ability to manage their own personal data through self-service capabilities
- Reduced the time required for managing consultations by 20% through self-service capabilities