



General Motors Brasil
São Caetano do Sul, Brazil
www.chevrolet.com.br

Industry:

Automotive

Employees:

20,500

Oracle Products & Services:

Peoplesoft Enterprise HCM

Implementor:

Oracle Consulting

Oracle Partners:

HQS
www.hqs.com.br

Hunter Consulting Group
www.huc.com.br

“Oracle’s Peoplesoft allowed fast access to HR information, giving the final user a tool that offered control over the extraction and distribution of information to all GMB departments, in a simple and efficient manner” – José Carlos de Medeiros, Information Technology Coordinator, Human Resources, General Motors do Brasil (GMB)

General Motors Brasil (GMB) Standardizes Human Resources Management for 20,500 Employees

Founded in 1925, GM Brazil (GMB) is General Motors Corporation’s biggest subsidiary in South America and the second-biggest operation outside the United States. In 1930, GMB officially opened its first plant in São Caetano do Sul, in the state of São Paulo. The second plant started in 1958, in São Jose dos Campos, also in São Paulo. In July 2000, one of the most modern auto manufacturing plants in the world was inaugurated in the southern state of Rio Grande do Sul the Industrial Complex of Gravataí.

Challenges

- Standardize human resources data for the entire company in Brazil, to align processes with GM International
- Customize systems according to the specific requirements of Brazilian laws, providing an interface between GM’s U.S. human resources management system and the other satellite systems in the company
- Provide more autonomy to GMB’s HR analysts, who used to depend on IT staff for data retrieval and report generation
- Reduce costs associated with having to dedicate IT staff to managing the HR system

Solution

- Standardized with Oracle’s PeopleSoft Enterprise Human Resources solution the GMB processes with GM practices
- Integrated the employee database from GMB
- Customized HR management according to local laws, creating interfaces with IT manager support, responsible for its own mainframe administration and corporate systems areas
- Allowed users to directly access the system to retrieve personal HR information and to generate reports, resulting in greater accuracy of data and productivity
- Provided autonomy to GMB’s HR analysts by reducing their dependence on the IT department and cutting operational costs