



Godrej Industries Limited  
Mumbai, India  
www.godrejindustries.com

#### Industry:

Industrial Manufacturing

#### Employees:

10,000

#### Oracle Products & Services:

PeopleSoft Enterprise Human  
Capital Management Suite

#### Oracle Partner:



L&T Infotech

Larsen & Toubro Infotech Limited  
www.lntinfotech.com

**“PeopleSoft Enterprise HCM Suite enabled us to implement common HR practices across the group. Its robust reporting, combined the capability to meet any complex business scenario has heightened the quality of our HR intelligence. L&T Infotech’s dedication to the project and eagerness to go beyond its designated role helped to make the project a grand success.”** – Bhavin Purohit, General Manager, Information Systems, Godrej Industries

## Godrej Industries Enhances Staff Training and Performance Management with New HR System

Godrej Industries and its associate companies are rapidly growing parts of the Godrej Group, and they operate in industries as diverse as fast-moving consumer goods, agricultural products, and oleo chemicals and services. Godrej Industries has a focus on excellence, superior performance, value creation, and a commitment to human resources development through continuous learning and diverse opportunities.

### Challenges

- Consolidate disparate HR systems onto a single platform
- Standardize HR processes and streamline enterprise data collection across a number of companies
- Establish a competency-based model to evaluate performance
- Find an easy way to identify training needs and resources
- Link performance management system with training and development system

### Solution

- Engaged Oracle Certified Partner L & T Infotech to implement a human resources management system based on PeopleSoft Enterprise Human Capital Management modules
- Minimized complexity and improved efficiency by establishing common business processes across the group’s companies
- Provided staff with the ability to perform ad hoc queries and generate complex HR reports, ensuring the right information reached the right person at the right time
- Improved the quality of data by establishing a single database to manage and store HR information
- Enabled HR staff and managers to track and evaluate the performance of employees, ensuring good work is recognized and rewarded