



Manpower  
Caracas, Venezuela  
www.manpower-venezuela.com

### Industry:

Professional Services

### Annual Revenue:

US\$25 million

### Employees:

85

### Oracle Products & Services:

Oracle Database Standard Edition  
Oracle Developer Suite  
Oracle Discoverer  
Oracle Application Server  
Oracle Portal

### Oracle Partner:



Legadmi Sistemas C.A.  
www.legadmi.com

**“Updating our technological platform with Oracle Database Standard Edition, Oracle Developer Suite, and Oracle Portal has met our company's needs. Manpower has integrated and optimized its payroll and human resource procedures, which has translated into improvement in the quality of service that we offer our clients.”** – Juan Carlos Valero, IT Manager, Manpower

## Manpower Centralizes Information and Achieves Operational Efficiency in Payroll and Human Resources

Manpower offers a variety of human resources solutions in 80 countries and territories around the world to achieve its mission of helping people develop their careers through planning, work, orientation, and training. Manpower has nearly 60 years of experience providing recruitment, training, assessment, and selection outsourcing and consulting services.

### Challenges

- Integrate and standardize information in one centralized database that extends information visibility throughout the organization
- Achieve operational efficiency, particularly in human resources and payroll processes
- Create a Web environment to improve client service and facilitate remote access for employees

### Solution

- Worked with Legadmi Sistemas C.A. to implement a solid, scalable IT infrastructure with up-to-date applications, meeting the company's needs
- Implemented Oracle Database Standard Edition, centralizing information in a robust database and improving communication and decision-making among eight offices
- Developed the RPS recursos humanos (Human Resources) system with Oracle Developer Suite, integrating payroll and human resources information
- Automated manual procedures in payroll and human resources
- Reduced time required to upload payroll activities from two days to three hours
- Used Oracle Discoverer to develop reports, reducing time for obtaining monthly account reports from four days to one
- Decreased time necessary to generate approximately 10 monthly government reports from 2 days to 10 hours
- Established a Web environment and delivered remote system access for employees
- Created a portal to establish a candidate database, providing easy online registration for 800 candidates each month