



Novartis Corporativo
S.A. de C.V.
Mexico City, Mexico
www.novartis.com.mx

Industry:

Life Sciences

Annual Revenue:

US\$490 million

Employees:

1,649

Oracle Products & Services:

PeopleSoft Enterprise
Human Capital Management
Human Resources

Oracle Partner:



Quanam Mexico
www.quanam.com

“By implementing Oracle’s PeopleSoft Enterprise Human Capital Management, we’ve improved the administration and operating efficiency of our human resources department. Also, we’ve laid the groundwork for system updates that will support the company’s continued growth.” – Antonio Párraga, IT Manager for Back Office and Business Intelligence, Novartis Corporativo S.A. de C.V.

Novartis Corporativo S.A. de C.V. Boosts Efficiency of Human Resources Administration with Self Service

Novartis Corporativo S.A. de C.V. is the Mexican branch of Novartis. The company was founded in 1996 through the merger of the Ciba-Geigy and Sandoz laboratories. With a presence in 140 countries, the company is dedicated to the production and distribution of medicines and health products. It includes four divisions: pharmaceutical, Sandoz (generics), vaccines and diagnostics, and consumer health.

Challenges

- Integrate diverse human resources (HR) systems to improve control and authorization of vacation time and employee benefit accounts
- Automate HR administrative processes to improve operating efficiency
- Offer self-service HR capabilities so that employees can update their personal information and apply for vacations and loans
- Give sales representatives online access to HR information such as vacation time and benefit accounts

Solution

- Worked with Quanam Mexico to implement Oracle’s PeopleSoft Enterprise Human Capital Management, integrating core HR processes
- Enabled employees to update their personal information and apply for vacations and loans online and at their convenience, easing the burden on the HR staff
- Delivered self-service HR capabilities to 100% of the company’s employees
- Reduced the time required for approving vacations and loans from two weeks to two days
- Reduced the time that the HR administrator spends approving loans from five days a month to one day a month
- Reduced the number of vacation applications not completely processed on the first attempt by 60%
- Created an online interface for 700 sales representatives, providing them with remote access to up-to-date HR information
- Improved administration and control of HR information for 350 outsourced employees