



Oracle Customer Spotlight

POLARIS WORLD

POLARIS WORLD
Murcia, Spain
www.polarisworld.com

INDUSTRY:
Engineering & Construction

ANNUAL REVENUE:
US\$490 million

EMPLOYEES:
1,000

ORACLE PRODUCTS & SERVICES:
PeopleSoft Enterprise Human Capital Management Suite
Human Resources
Payroll
Recruiting Solutions

IMPLEMENTOR:
Oracle Consulting

**ORACLE PARTNER:
[IF USED]**
Cap Gemini
www.es.capgemini.com

“Oracle’s PeopleSoft applications provided us with flexible and centralized management of more than 1,000 employees at Polaris World, spread across 60 companies and with as many as 20 different labor agreements.”

– Paco Salinas, IT Director, Polaris World

Polaris World Improves Employee Management with Flexible Human Resources Solution

Polaris World develops integrated concept golf resorts and has seven resorts located in the Murcia, Spain region. It operates 63 companies that provide a range of services, including interior design, meals, maintenance, and sanitation.

Challenges

- Centralize employee information to eliminate data duplication and improve the ability to manage employee records across all 60 companies that form the group
- Gain visibility into the staffing needs and resources of the company, which has a fluid organizational structure with exchanges of personnel and responsibilities across divisions
- Accelerate workflow for filling vacancies, especially hard-to-fill positions, to increase efficiency and ensure operational consistency

Solution

- Worked with Oracle Consulting and Oracle Partner Cap Gemini to implement Oracle’s PeopleSoft Enterprise Human Capital Management Suite applications
- Improved flexibility and centralized management of Polaris World’s employees, which operate under as many as 20 different labor agreements
- Gained the ability to effectively manage the employee lifecycle from recruitment through retirement
- Expanded visibility into staffing resources and requirements by creating a centralized database for all group employee information
- Provided a single, centralized database to store applicants’ resumes, ensuring access control and timeliness of information
- Enabled applicants to post resumes for the group’s approximately 400 annual vacancies via an online portal
- Improved the group’s ability to fill vacancies for positions that experience high turnover, such as food service and commercial positions
- Reduced by 30% the time spent on the recruitment process through the unification of human resources operations
- Enabled analytical reporting and improved insight into valuable data, such as average staff turnover and the number of dismissals by division or area