



ST Microelectronics
Geneva, Switzerland
www.st.com

Industry:

High Technology

Annual Revenue:

US\$8.8 billion

Employees:

50,000

Oracle Products & Services:

PeopleSoft Enterprise
Human Capital Management
Human Resources
Learning Management
eBenefits
ePerformance
eProfile
Global Payroll

Oracle Partner:

Arinso
www.arinso.com

“Oracle’s PeopleSoft human capital management solution enabled us to support the transformation of ST Microelectronics’ business model in its most vital dimension: our human capital.”

– Didier Gabin, Vice President of Human Resources Management System, STMicroelectronics

STMicroelectronics Delivers New Access and Human Resources to Worldwide Employees

STMicroelectronics is the world’s fifth-largest semiconductor manufacturers. The company, formed through the merger of SGS MicroElettronica and Thomson Semi-Conductors, has 16 advanced research and development units, 39 design and application centers, and 78 sales offices in 36 countries.

Challenges

- Unify human resources processes worldwide and provide an international platform for essential cross-organizational activities
- Shift core activities toward a “digital convergence” model that promotes diversity of hardware and software skills as well as team work and cross-organizational cooperation
- Deploy the new system to all employees and departments, including R&D, production, product divisions, and marketing

Solution

- Implemented a comprehensive human resources solution from Oracle’s PeopleSoft line of products, bringing uniformity and new options to its worldwide employees
- Widened access and coverage from 500 users to 35,000 in a Web environment
- Built a master back office system that includes skills assessments and career track records to help the company better manage its talent
- Able to dynamically manage data, improving quality and accuracy of data
- Enhancing the fairness and transparency of management policies
- Made it possible to link the company’s HR data warehouse to the company’s business intelligence, for greater cross-organizational coordination and cooperation