



UNIVERSITEIT•STELLENBOSCH-UNIVERSITY
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University of Stellenbosch
Stellenbosch, South Africa
www.sun.ac.za

Industry:

Education and Research

Employees:

3000

Oracle Products & Services:

Oracle Human Resources
Oracle Payroll
Oracle Fusion Middleware
Oracle Portal

“Our Oracle Human Resources solution gave us a single, accurate view of all our human resources activity.” – Wessel Nolte, Manager, BIS, University of Stellenbosch

University of Stellenbosch Transforms Human Resources Function to Improve Employee Service

The University of Stellenbosch in Stellenbosch, South Africa traces its roots to 1873 and the founding of Examining University of the Cape of Good Hope in South Africa’s Cape Colony. Today, the university has 22,000 students and three campuses. Its mission is to create and sustain an environment where knowledge can be discovered, shared, and applied to benefit the wider South African and international community.

Challenges

- Integrate human resources (HR) processes across the diverse internal and external communities served by the university
- Manage the pay requirements of salaried academic staff, and farm laborers who are paid weekly
- Comply more easily with statutory higher education industry reporting requirements

Solution

- Consolidated and automated university-wide HR management processes with Oracle’s Human Resources Management System to better align University of Stellenbosch’s workforce with its strategic objectives
- Centralized HR processes to provide a single, accurate view of all HR activities, including recruiting, performance management, learning, compensation, and real-time analytics
- Reduced HR-related administrative burden with Oracle Self-Service HR and Oracle Portal, allowing staff to access their own banking and pay-slip information online to streamline business processes, decrease costs, and improve service
- Eased compliance with statutory reporting mandates with Oracle HR’s support for South African employment law and statutory reports
- Introduced efficient, automated management of weekly and monthly payrolls and pay cycles, using Oracle Payroll, to ensure timeliness, accuracy, and good financial controls