



VimpelCom
Moscow, Russia
www.vimpelcom.com

Industry:

Communications

Revenue:

US\$4.9 billion

Employees:

13,930

Oracle Products & Services:

Oracle Human Resources
Oracle Payroll
Oracle Financials
Oracle Projects
Oracle Financials & Sales
Analyzers
Oracle Logistics
Oracle Internal Controls Manager

Oracle Partner:



AT-Consulting
www.eng.at-consulting.ru

“As we experienced continual expansion within our organization, it became clear that we needed an IT system to support it. Specifically, our human resources department needed improvement, and Oracle was able to help us keep pace with our rapid growth.”
– V.Filippov, Vice President & CIO, VimpelCom

VimpelCom Uses Advanced Human Resources System to Support Continued Growth

The VimpelCom Group includes companies operating in Russia, Kazakhstan, Ukraine, Uzbekistan, Tajikistan, Georgia, and Armenia. The VimpelCom Group's GSM and 3G license portfolio covers a territory with a population of about 250 million. This includes the entire territories of Russia, Kazakhstan, Ukraine, Uzbekistan, Tajikistan, Georgia, and Armenia. VimpelCom was the first Russian company to list its shares on the New York Stock Exchange (NYSE). VimpelCom's ADSs are listed on the NYSE under the symbol VIP.

Challenges

- Manage the increasing quantity of human resources-related data in a more timely and efficient manner; the existing Linux and Lotus Notes-based system was unable to scale with the rapid growth of employees
- Resolve existing problems relating to data exchange between the human resources (HR) system and the existing Oracle E-Business Suite applications in use in the organization
- Provide updated information to employees and management continually, to enable more efficient and effective management of the company and daily operations

Solution

- Worked with AT-Consulting to replace existing HR system with Oracle Human Resources Management, chosen for its scalability, broad-based functionality, and ability to integrate with existing Oracle Financials applications
- Upgraded the existing SQL-based payroll system by implementing Oracle Payroll
- Used Oracle Human Resources to administer changes to organizational structure, staff lists, and personnel data, none of which was possible using the old HR system
- Supported and improved decision-making at every level by providing a single, central store of HR data, plus Oracle Human Resources reporting tools, to provide up-to-date information on an ongoing basis
- Established a platform for further HR development including self-service HR, resource planning and budgeting, and internet learning