



Randstad Group BeLux
Brussels, Belgium
www.randstad.be

Industry:

Professional Services

Annual Revenue:

US\$1.928 billion

Employees:

2,087

Oracle Products & Services:

Oracle Forms
Oracle Database
Oracle JDeveloper
Oracle Designer
Oracle Service Bus

Oracle Partner:

Contribute
www.contribute.be

“Oracle Database and Oracle Forms are the foundation for our user-friendly, integrated, and flexible front office application. With the scalability to maintain more than 2,500 concurrent users, we have the necessary solution to enhance our global operations and gain a greater share of the temporary employment market.” – Luc Gezels, Information Technology Manager, b-bridge, Randstad Group BeLux

Randstad Group Belux Improves User Experience and Productivity with Integrated Front Office Application

Randstad Group Belux, a temporary employment agency founded in 1965, currently maintains a 35% temporary employment market share and employs more than 45,000 people per week. With its B-Bridge unit, it has a shared service center that acts as an independent unit within the group and provides services to its two main partners: Randstad and Tempo-Team. In response to customer demand and market conditions, Randstad is developing into a full-fledged human resources service provider that offers recruitment and selection, career advice, training, in-house services, and other human resource services.

Challenges

- Replace an existing, outdated front office application with an integrated and user-friendly application that offers increased flexibility within a highly flexible environment
- Create a front-office application that combines the management of contracts, registrations, sales, and job matching for temporary employees into a single integrated application
- Develop an application that allows the same business rules for the intranet and the extranet
- Design a user interface that is both easy to use, intuitive, and is flexible enough to be used in different scenarios
- Scale the application for than 2,500 concurrent users in a decentralized environment containing 375 branch offices

Solution

- Replaced a legacy front-office application with a custom solution created with Oracle Forms for a more integrated and intuitive user interface
- Improved productivity by designing an application that allows employees to fulfill most daily tasks within a single environment
- Used Oracle Designer to lift Oracle Forms to a higher level and design an intuitive and flexible user interface
- Worked with Oracle Partner Contribute to create a platform that uses the same business rules to create user screens for employees using the intranet and customers using online job matching tools
- Scaled the application to easily manage more than 2,500 concurrent users without jeopardizing application performance