



## Solution Sheet - Oracle HR & Payroll

**Client :** INC Research  
**Location :** Raleigh, NC  
**Employees :** over 2000

**Oracle Modules** Human Resources, Payroll, Time & Labor (OTL)

**Version :** 11.5.10.2 (Initial Implementation)

**Needs :** Global Implementation Support, Creation of Multiple Groups with HR, Integration to Oracle Projects

### **About INC Research :**

For more than two decades, INC Research has been a therapeutically focused contract research organization with an unrivaled reputation for conducting global clinical development programs of the highest integrity. Pharmaceutical and biotechnology companies look to INC Research for a complete range of customized Phase I - Phase IV programs in therapeutic areas of specialty, and in innovative pediatric trials. Our Trusted Process™ methodology and therapeutic foresight leads our customers to more confident, better-informed drug and device development decisions. INC Research is headquartered in Raleigh, North Carolina, with 26 offices and a presence in 36 locations worldwide.

INC Research was looking for assistance with their implementation of Oracle HR, Payroll, and Time & Labor and utilized Polaris Associates through our strategic business partner Baytree Associates.

Polaris Associates was able to deliver an Oracle HCM solution that met all INC Research's needs. In a rapid timeframe, we provided the following to INC Research:

- 1) Implemented multiple groups to over eight countries including (United States, Canada, England, Scotland, France, Italy, Ireland, Belgium).
- 2) Provided seamless integration to Oracle Projects allowing for high-gain efficiencies.
- 3) Set up multiple groups with in the Oracle system