



## Solution Sheet - HR & Compensation Workbench

**Client :** Merial

**Location :** Duluth, GA

**Employees :** over 5000

**Oracle Modules :** HR, Self-Service HR, Talent Management (Compensation Workbench)

**Version :** 11.5.10.2 (Upgrade)

**Needs :**

- Global rollout of Talent Management including having the ability to have multiple people make compensation changes on a personal record
- Enhance reporting coming from Oracle Maintain and enhance third party interfaces

**About Merial :**

Merial is a world-leading animal healthcare company with a global total market share of more than 14 percent. Merial provides a comprehensive range of products to enhance the health, well-being and performance of a wide range of animals. We play a pioneering role with governments around the globe to contain and manage various animal diseases—recognizing that the prevention and cure of animal diseases are in the interests of protecting the health of animals and of man. Merial employs approximately 5,000 people worldwide and operates in more than 150 countries.

1) Merial was dissatisfied with their initial implementation provider and asked Polaris Associates to step and fix/finish the project. We delivered all the items needed in less than two months and got them on the path to success.

2) Polaris Associates assisted Merial in taking advantage of Compensation Workbench's inherent robust features, including automation of managing confidential salary, stock and merit data.

3) Self Service Roll Out : Personal Information with significant customizations were rolled out to Users

4) Technical Support on day-to-day Oracle application items and third-party interface issues.