



HVB Bank Czech Republic, a.s.
Prague, Czech Republic
www.hvb.cz

Industry:

Financial Services

Annual Revenue:

\$501M to \$1B

Employees:

1,300

Oracle Products & Services:

Oracle Human Resources
Oracle Advanced Benefits
Oracle Self-Service Human Resources
Oracle Time and Labor

Implementor

Oracle Consulting Services

"I appreciate the Oracle people approach and commitment very much. Through the successful implementation we will not only increase the efficiency of our HR services but we will also show our employees and managers that automation is beneficial."

Jana Riebova, Human Resources Manager

HVB Bank Optimizes Human Capital with Oracle HR System

Offering retail and corporate banking services, HVB Bank Czech Republic began operating in October 2001 following the a merger of two independent and successful Czech banks, BankAustria/Credanstalt Czech Republic and Hypovereinsbank CZ. The bank is part of HVB Group, the largest banking group in central and eastern Europe and the third largest in Europe. In terms of its assets, HVB Bank ranks fourth in the Czech Republic.

Challenges

- Implement a flexible solution that provides high-quality HR reporting and facilitates in-depth analysis for decision-making
- Optimize and automate HR processes to eliminate repetitive manual administrative tasks such as responding to ad-hoc queries
- Introduce an HR self-service portal with a user-friendly interface for use by all employees
- Reduce the administrative costs of HR activities

Solution

- Replaced legacy HR system with Oracle Human Resources, using it to streamline and automate HR processes
- Improved HR reporting and analysis functionality through Self-Service Human Resources, helping managers spot talent and trends and support decision-making
- Implemented a user-friendly self-service portal using Oracle Self-Service Human Resources that allows managers and employees to interactively participate in HR processes without needing administrative input from HR department
- Introduced a system of workflow notifications that automatically prompts managers to perform tasks such as approving holiday requests or handling over-limit budget requests as they arise
- Lowered internal costs of HR processes through automated processes and self-service functionality provided by the combined Oracle HR applications
- Easily integrated the HR solution with the bank's other business applications and systems