

Case Study: Schroders

Symatrix helps Schroders optimise employee relationship management globally with performance-driven HR

Challenge

- Leverage staff skills for business growth while incentivising employee performance and loyalty in the competitive financial services sector through world-class remuneration packages
- Benefit from advanced HR technology to maximise value of human capital worldwide and align planning to global needs
- Increase flexibility and scalability to manage ongoing structural reorganisations needed for Schroders' continued market leadership in the rapidly changing financial sector.

Solution

- Commissioned Symatrix to replace legacy HR solution with SIMPLY HCM (Human Capital Management) to create a global, integrated HR platform
- Chose Oracle over other leading HR solutions for its integrated suite of solutions that could meet the employee management needs of a large, diverse, global business most cost-effectively
- Chose Symatrix, following a competitive tender involving seven potential implementation partners, for its proven HR expertise, good references, and the teamwork approach of its consultants
- Completed implementation on budget within the six-month timeframe thanks to skills and commitment of Symatrix
- Streamlined day-to-day HR management by devolving routine HR tasks to employees and line managers
- Standardised help desk processes on Oracle TeleService, resulting in faster handling and consistent follow-up processes
- Using Oracle Performance Management to define and track staff objectives to ensure alignment with career aspirations and business needs, and to conduct self appraisals, manager appraisals and multi-participant appraisals in line with complex multinational reporting lines
- Using Oracle Compensation Workbench, a comprehensive, global remuneration management toolset to manage multiple pay elements, such as stocks and bonuses, across all locations and currencies
- Set to leverage Oracle Compensation Workbench to manage compensation packages globally and help instil a pay-for-performance culture that motivates and rewards high achievers.

Find out more

Contact Chris Brooks on 0844 800 4033 or email chris.brooks@symatrix.com

About the client

Global asset management company Schroders operates from 35 offices in 26 countries. The company's 250 portfolio managers and analysts manage almost US\$260 billion for a wide range of customers who include corporations, public authorities, charities, pension funds, retail investors, and high net worth individuals.



Schroders

“Symatrix combined its unrivalled knowledge of Oracle HR, tried-and tested implementation methodologies, and insight into our business to deliver a strategic human resources platform that will enable us to align the career aspirations of our people with the goals of the company.”

Jenny Layley, IT Manager,
Financial and HR Systems, Schroders

Oracle Products and Services

Oracle Human Resources Management

Oracle Compensation Workbench

Oracle Self-Service HR

Oracle TeleService

Oracle Performance Management

Oracle Financials