ECMCONNECT
FOR WORKDAY

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Case Study

How a Global Leader in the Aerospace and Defense Transformed HR with OpenText and ECMConnect

Introduction

A global leader in the Aerospace and Defense industry faced significant challenges in managing HR documents for their 100,000+ employees spread across multiple global regions. Fragmented systems, manual processes, and compliance risks hampered their ability to deliver efficient and optimized HR services. Recognizing the need for a transformative solution, the company went through a lengthy RFP process and selected OpenText Content Management for HR and ECMConnect for Workday by Spotline. The results were remarkable.

The Challenge

Compliance Risks
With employees in over 20 countries, the company struggled to meet diverse regulatory requirements. Ensuring compliance required significant manual effort, increasing the risk of errors and penalties.

Inefficient Document Handling
Manual processes for onboarding, record updates, and audits consumed substantial time and resources, delaying operations and affecting employee satisfaction.

Limited Accessibility
HR teams and employees faced difficulties accessing critical documents quickly, impacting decision-making and overall productivity.

The Solution

The company turned to OpenText Content Management for HR with ECMConnect for Workday. The powerful combination intuitively extends the powerful features of OpenText to Workday users. HR Business teams and Employees can now continue to work in Workday and have 360 degree access to all employee documents providing a unified, automated, and compliant content and data management solution.

Discover how top global HR teams are streamlining document management. Click below to watch video.

SPOTLINE

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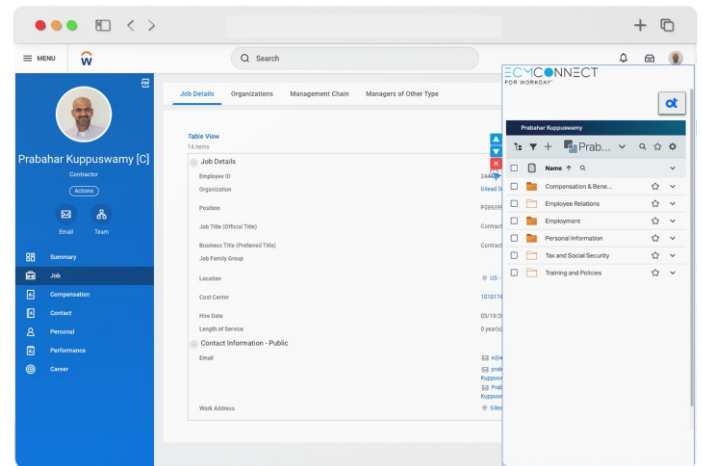
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Key Features Implemented

✓ **Centralized Repository**
All HR documents were migrated to a secure, centralized system accessible through Workday.

✓ **Automated Workflows**
Processes such as onboarding and compliance tracking were automated to reduce manual intervention.

✓ **Enhanced Security**
Role-based access controls and encryption ensured that sensitive data remained protected.

✓ **Compliance Tools**
Automated tracking and reporting ensured adherence to global regulations, simplifying audits.

Conclusion

This Fortune 100 company partnered with OpenText and Spotline to revolutionize their HR document management and information governance strategy. By addressing compliance risks, inefficiencies, and accessibility challenges, they transformed their HR operations into a streamlined and inspection ready system .

Today, this important case study serves as a shining example of how new developments in modern technology can empower HR teams to focus on what matters most—their people.

Learn more about transforming your HR operations with OpenText and Spotline ECMConnect.

The Results

Streamlined Compliance
By leveraging the robust compliance capabilities of OpenText Content Management, [Company Name] significantly reduced the time and effort required for regulatory reporting. Automated workflows minimized human error, ensuring consistent compliance with global and local laws.

Increased Efficiency
The automation of document handling reduced processing times by 50%, allowing HR teams to focus on strategic initiatives rather than administrative tasks. Onboarding times were cut in half, enhancing the employee experience.

Improved Accessibility
Employees and HR professionals are now able to access sensitive records instantly through Workday's intuitive interface. Advanced search functionality enabled quick retrieval of documents, saving hours of effort each week.

Cost Savings
With reduced manual effort and streamlined processes, this Aerospace & Defense company achieved significant cost savings. The integration eliminated the need for multiple redundant systems, further reducing expenses.

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