**Enterprise Resource Planning**

**December 2023 Examination**

**Question: Read the case study – ‘AuroVision Consulting (AVC) moves Human Resources to the Cloud’ and answer the following questions.**

<https://adhocfilesngasce.s3.ap-south-1.amazonaws.com/academics/1693294861EmzSW.pdf>

**1. Analyze AuroVision Consulting’s problems with its legacy human resources systems. What was the business impact of these problems? (10 marks)**

**Ans 1.**

**Introduction:**

AuroVision Consulting Corporation (AVC) is an international management and technology consulting firm with a robust global footprint. The growth and diversification of their business model, encompassing both traditional consulting services and turnkey solutions across various sectors, necessitated an agile and responsive human resource system. However, AVC's existing legacy HR systems posed a significant hurdle. Multiple disparate local HR systems that lacked integration with the main HR system in the U.S. meant that the company was operating without a holistic view of its workforce. The absence of a unified

**2. Was a cloud-based system appropriate for AuroVision Consulting? Justify your answer by giving suitable explanations. (10 marks)**

**Ans 2.**

**Introduction**:

In today's business landscape, the shift to cloud-based systems is becoming increasingly prevalent, particularly for multinational corporations like AuroVision Consulting (AVC). These systems promise enhanced accessibility, improved scalability, and a reduction in overheads. However, the appropriateness of such systems is always contingent upon the specific requirements and challenges a company faces. For AuroVision Consulting, with operations in 18 countries, diverse talent pools, and a sizable workforce, the decision to

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**3. Keeping the above case as a reference,**

**a. Explain the integration of mobile app with the Oracle HCM ERP (5 marks)**

**Ans 3a.**

**Introduction**:

The digital revolution has made mobile devices a cornerstone of our daily lives. Their omnipresence and convenience mean that businesses and software providers need to ensure applications and services are accessible and optimized for mobile interfaces. In the context of AuroVision Consulting (AVC) and their adoption of Oracle's HCM Cloud, the integration of

**b. Benefits of HCM solution implementation in developing Reporting and Analytics by AVC’s US- based analytics group? Explain using any one use case for the same. (5 marks)**

**Ans 3b.**

**Introduction**

Human Capital Management (HCM) solutions have revolutionized the way organizations manage and optimize their human resources. The story of AuroVision Consulting's (AVC) transition to the Oracle HCM Cloud emphasizes not just the operational efficiencies of such systems but notably, the potential they offer in advanced reporting and analytics. In the