

Solution Beacon Now Offers Services in Human Capital Management Area

Solution Beacon, LLC and People ROA, Inc. have combined their services to offer expanded E-Business Suite Consulting Services in the Human Capital Management (HCM) area. People ROA's Oracle practice has merged into Solution Beacon's service delivery organization.

While Solution Beacon has always provided consulting services surrounding Oracle's E-Business suite, the HR practice is placing an emphasis on using Oracle to strategically manage its workforce. We have found that mature HR organizations are becoming more strategic in managing talent and have aligned our services to better assist our customers in pursuing those goals. The impact on the corporate performance is impressive.

We still continue to offer emerging HR organizations services to optimize HR administration. those Human Resources (HR) is the one department that touches every employee in the company. When you optimize your HR processes and systems, you gain efficiencies across the entire company. In addition, employee costs and benefits costs are typically the largest costs your company has. Controlling these costs has a significant impact on the bottom line.

In addition to offering traditional systems implementation services, the HR practice provides Human Capital Management Assessments and Scorecards in the following areas: HR Information Strategy, Global HR Deployment, Talent Management, and Benefits Administration. These assessments complement Solution Beacon's current line of assessments addressing today's complex problems businesses encounter in the Strategic, Functional, Technical and Upgrade, and Optimization areas. The assessments are short engagements that help companies to identify and prioritize those issues in order to achieve the greatest business benefit and return on investment.

High performers are 40 % more productive than their peers in operations roles, while high performers in sales roles generate 67% in more revenue than their peers.”

McKinsey's War for Talent 2000 survey of 410 Corporate Officers at 35 large US companies