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Abu Dhabi Fund for Development drives workforce excellence backed by Oracle's HR solution **Monday, August 20 , 2007 1:53:37 PM**

The Abu Dhabi Fund for Development (ADFD) is set to empower its management and drive workforce efficiency backed by Oracle's industry-leading Human Resources Management System (HRMS), the Fund announced today. As well as being the first implementation of its kind in the region, the Oracle HRMS solution was implemented in a record 30 days.

The Fund's main activity is to provide economic assistance in the form of concessional loans, grants or contributions to projects capitals. With more than 240 projects in 55 countries, the Fund owns equities in more than 11 organisations in Egypt, Morocco, Oman, Tunisia, and Bangladesh.

"ADFD, which provides conventional development aid to Arab, African, and Asian countries, has provided over US\$5.7 billion in aid to over 240 projects," said Ahmed Sari Al Mazrouei, general manager, Abu Dhabi Fund for Development. "We make a real contribution to the development of infrastructure in some of the world's poorest nations. With our global workforce, it is imperative that we have a reliable and robust human resources management system in place to support all our endeavors. By implementing the Oracle solution, we were able to strengthen the fund inside out & align workforce with the strategic objectives."

The components of Oracle's HRMS include Oracle Payroll, Oracle HR Self Service, and Oracle BI Enterprise Publisher (Fusion). By installing Oracle HRMS, Abu Dhabi Fund for Development has increased its operational efficiency. "The fact that this implementation was complete in a record 30 days will drive ADFD to align its workforce with its business objectives, control and lower employee and administration related costs, manage workforce risk and manage its globally integrated workforce. The systems will also empower managers through its decentralised decision making, and automate all HR and Payroll processes leading to a paper-less organization, " said Hussam Dajani, senior vice president, Oracle Middle East and Africa.

Oracle's implementation partner Appslink provided turnkey solutions from consultation to delivery and implementation. "We adapted the system to integrate with Oracle Financials and billing applications with zero customization," said Mohamed Mowafaq, consulting manager for AppsLink. The web-based Oracle HR Self Service will boost productivity and allow users faster online access to HR data and update their own profiles, thereby lowering costs and increasing reliability of records. This web-based solution is less costly to maintain and suffers fewer breakdowns. With better access to information ADFD will make better use of its workforce and find new opportunities to manage operations more effectively."

With Oracle HRMS, the Fund can now rapidly collect and analyse detailed information about its business and assess the capabilities to improve services by placing the right people with the right skills. The Fund will also be able to trim down costs associated with employee absence, and turnover. Oracle Business Intelligence Publisher will enable ADFD to produce a wide array of documents and reports such as financial statements, high-fidelity reports, invoices, labels, and more, using a variety of familiar applications for layout such as Adobe Acrobat and Microsoft Word.