

Industry

Technology, development, manufacturing and packaging services for pharmaceutical, biotechnology and consumer health companies.

Number of Employees

10,000

Number of Countries

12

Challenge

How to provide the same or better services at a better price for this newly divested global company accustomed to using individual point solutions from a variety of service providers.

Solution

Sapient on-demand global platform combining HRMS and Talent Management, and interfacing with different domestic and international payroll providers already under contract at significantly reduced price versus current providers.

Quote

"Sapient delivered exactly what we were looking for at less than half of what we had been paying before. Not only that, but they implemented their solution domestically in three months. We subsequently

Company Profile

Catalent Pharma Solutions was created The Blackstone Group, a financial advisory firm, acquired the Pharmaceutical Technologies and Services segment of Cardinal Health. Headquartered in Somerset, New Jersey and with 32 locations in a dozen countries in North America, South American, Europe and Asia, Catalent has nearly 75 years of experience in serving pharmaceutical and consumer health companies around the globe, and nearly 20 years of experience in serving the biotechnology industry.

Situation

When acquired, The Blackstone Group contracted with Hewitt Associates to maximize their HR investment and solve important HR issues. Chief among those concerns was the cost and functionality of its HR systems. The company was using one system for its HRMS needs, another for Talent Management modules and yet another for its HRO services. In addition, the company had relationships with different payroll providers (one domestic; one international), making the flow of information between systems and the usability of that information difficult from a reporting basis. As Catalent was to be a new company, finding new solutions within the tight timeframe of divestiture became a priority.

HR Solution Selection Criteria

- Global capabilities
- Ability to link with multiple payroll service providers
- Integrated functionality and reporting capabilities
- Ability to add modules as company and needs grew
- Turnkey system for company; fast implementation
- Cost

Solution

The Sapient SaaS solution, combining HRMS and Talent Management on one global platform, was selected to support this new company. Starting with the 5400 employee domestic operation, Sapient handled the entire conversion from PeopleSoft, while setting up data conduits between ADP (the local payroll provider) and Ceridian (the international payroll provider). Sapient also handled the conversion from a host of non-electronic data protocols, segregating all information onto one global, on-demand system.

Initial talent modules included Recruitment, Success Planning and Performance Management. Global HRA support was later added to the relationship.

expanded the relationship to include our international locations and began using them for their HR Augmentation (HRA) capabilities as well.”

Not only was Sapien able to integrate the workforce of the new company onto one platform, Sapien was also able to accomplish this quickly and at a fraction of the cost of multiple vendors. The entire initial program was delivered at 15% of the costs then being incurred.