

Orkuveita Reykjavíkur  
Reykjavik, Iceland  
www.or.is

**Industry:**

Utilities

**Annual Revenue:**

US\$213 million

**Employees:**

501 to 1,999

**Oracle Products & Services:**

Oracle Human Resources  
Oracle Discoverer  
Oracle Warehouse Builder  
Oracle Database

**Implementors:**

Skýrr  
www.skyrr.is

Teymi  
www.teymi.is

**Orkuveita Reykjavíkur**

Orkuveita Reykjavíkur, also known as Reykjavik Energy, is an independent service company owned by the city of Reykjavik, the town of Akranes, and the local authorities of Borgarbyggð and Borgarfjarðarsveit. Within its service area, Reykjavik Energy distributes electricity, geothermal water for heating, cold water for consumption, fire fighting, and data through fiber optic based IT utility-supporting triple play services (internet, TV, and phone). More than half of Iceland's population resides in the company's service area.

**Challenges**

- Combine and synchronize various data sources using Oracle Warehouse Builder and Oracle Discoverer
- Find an IT-solution to manage various human resources (HR) initiatives, including appraisals, performance management, training, payroll, recruitment, as well as simplifying distribution of HR information to both employees and managers

**Solution**

- Uses Oracle products, including Oracle Human Resources, Oracle Discoverer, and Oracle Warehouse Builder, running main information systems on Oracle databases
- Provides a strong platform for executing HR policies regarding compensation, appraisals, recruitment, performance management, competence management, and for executing payroll. Improved the quality of information available to managers, achieving a better business overview
- Enhances productivity by reducing the number of tasks to be carried out by staff, improving performance, achieving greater automation and flexibility using self-service
- Combining Oracle Human Resources, Oracle Discoverer, and Oracle Warehouse Builder improves the quality of information available to managers, providing them with a better overview of the business