



OCTOBER 8

BUILDING A FUTURE-READY WORKPLACE

A FORTUNE 100 CONGLOMERATE PARTNERS WITH APOLIS IN IMPLEMENTING SAP SUCCESSFACTORS, A NEXT-GEN HCM TO OPTIMIZE THEIR HUMAN RESOURCE MANAGEMENT & UTILIZATION

SAP SuccessFactors 



Our esteemed client, a Fortune 100 conglomerate, operating across multiple industries partnered with Apolis to implement SAP SuccessFactors solutions to streamline its entire HR business processes and increase operational efficiencies. Our customer thereby modernized its HR department, benefitting over 7,000 employees.

CLIENT BACKGROUND & CHALLENGES FACED

The biggest asset of any organization is its people. They are the real change-makers contributing to an organization's success. However, the management and optimal usage of human resources is always a challenge, especially for a large and globally distributed enterprise. Although a highly process-oriented company, they sighted the need to have a next-gen Human Capital Management System (HCM).

The key concern areas of our client that prompted them to migrate to a future-ready human capital management system:

- Lack of integration & plug-ins with key organizational applications
- Lack of analytical visibility of human resources
- Inconsistencies in data
- Too much manual effort
- At risk data integrity and data security
- Decreased employee engagement

CONSULTING, IMPLEMENTATION, AND CONTINUED APPLICATION SUPPORT BY APOLIS TO IMPLEMENT A ROBUST HCM AT CLIENT LOCATION:

The selection of SAP SuccessFactors was a natural choice for our client seeing the complexities, depth, and scale of business. SAP SuccessFactors included a full suite of cloud-based solutions to support the entire HR lifecycle including recruiting, onboarding, performance management, and much more.

Key phases covered as part of the implementation process included:

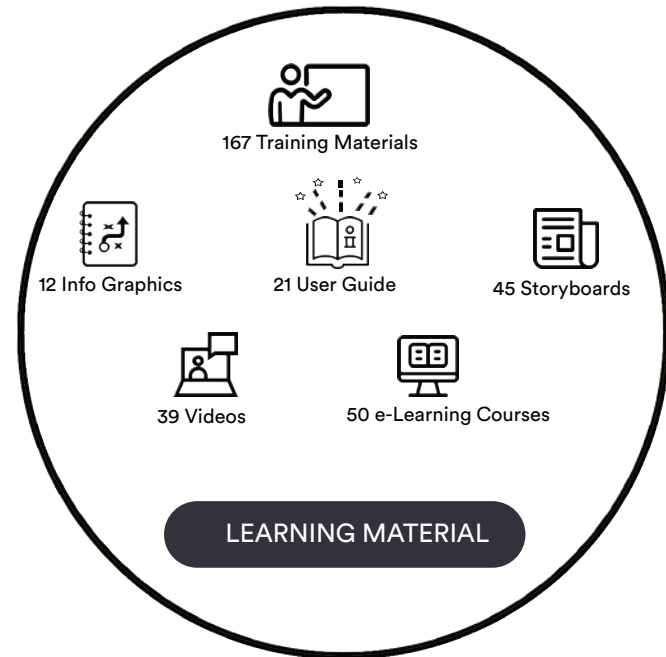
- Overall IT and HR assessment
- Leadership buy-in
- Assigning resources
- Creating goals and setting milestones
- Determining implementation methodology
- Tracking process
- Control change management

HCM Implementation included the following modules:

- Employee Central
- Recruiting Management
- Onboarding
- Learning Management
- Performance and Goals Management
- Compensation Management

The Implementation was done across 7000 plus employees across Mexico and North America. English and Spanish languages were used for the implementation.

Users were given robust virtual training resources and videos since the project was right in the middle of the pandemic. Some of the user processes were fully automated. This company-wide implementation of a superior HCM led to tremendous value add for the customer. As you can refer to the infographic, these learning materials were widely used to educate the workforce. This was done over a period of 7 months including 2 weeks of hyper care.



RESULTS

The implementation of the solution in the automotive giant's workforce led to greater job productivity. The performance of the staff increased manifold. SAP SuccessFactors implemented across the workforce became the only source of truth of human resource information to the company. The management was able to analyze the workforce effectively. The automation of some user processes gave the company a lot of time and resources to focus on the things that matter. The new solution proposed by Apolis minimized duplication of manual entries, improved data integrity & security, and provided HRIS tools to scale and managing the growing workforce effectively and efficiently.

Apolis succeeded in creating a conducive environment for the client's HR as promised and the integration of SAP SuccessFactors saved a lot of cost for the client, leading to a significant increase in profits.



Productivity, Performance & Engagement

- Increased Performance - Greater job productivity, communication and reporting
- Employee Engagement - Self-service access thoughtfully designed to support associates in every step of their journey
- Organizational Agility - A technical platform that can support a Workforce 2.0 initiative



Data Quality

- HCM Data Accuracy - Single source of truth for Human Capital information
- Ability to leverage information seamlessly - Connecting data across the employee lifecycle via standard process integrations
- Modern Tools for Insight and Reporting - Business-managed reporting and process support tools



Speed & Efficiency

- Process speed - Mass processing with the ability to visualize results rapidly
- Process Automation - Aggregation of multiple disparate and manual systems to manage HR processes
- Cost Savings - Associates will be more effectively served by an integrated system needing less back-end supporting resources.

About Apolis

Since 1996, Apolis has provided successful SAP, Oracle, and IT consulting solutions and staffing services to clients around the world. Our global experts have the in-depth knowledge required to provide implementation, migration, support, and managed services for all of your enterprise technology needs. Areas of investment within the organization range across technical and functional capabilities to support our key founding focus while ensuring our practices are consistently driving value to our clients.

www.apolisrises.com