

SAP[®] SUCCESSFACTORS[®] AND SAP[®] HCM FOR SECURE PERSONNEL PROCESSES IN THE CLOUD



The interfaces developed by itelligence* between SAP SuccessFactors Employee Central and our HCM system create considerably simpler business processes. The core hybrid solution enables central master data management, avoiding media disruptions and saving time.

Robert Jochim, Payroll Team Leader, FrieslandCampina Germany GmbH



Challenges

- Replacement of master data entry on SAP ERP HCM by SAP SuccessFactors Employee Central
- Avoidance of double data maintenance by individually developed interfaces
- Harmonization & mapping necessary in the interface
- Creation of a central evaluation option for the group, such that data can be shared uniformly across borders



Solution

- Payroll accounting / time management via SAP Human Capital Management (HCM)
- Dell Boomi for integrating SAP SuccessFactors Employee Central in SAP HCM
- Interface settings
- NTT DATA Business Solutions Application Management Service (AMS) for maintaining the HCM system and the interfaces after production has begun



Benefits

- Central data maintenance in SAP SuccessFactors Employee Central
- Continuous processes
- Integration without adapting existing time management or billing solutions
- Uniform data management at group level



Why NTT DATA Business Solutions?

- Far-reaching knowledge of SAP Cloud & Core Hybrid solutions
- Well-founded expertise in HR processes
- Many years of successful cooperation



Company: FrieslandCampina Germany GmbH

Industry: Consumer goods

Products: Manufacture of milk products

Number of employees: 1,800 including other subsidiaries in Germany

Turnover EUR 1.3 billion (2017)

Headquarters: Heilbronn, Germany

Website: <http://www.frieslandcampina.com/>

* Since April 1, 2021 itelligence is operating as NTT DATA Business Solutions

NTT DATA Business Solutions



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1800

master data records



FrieslandCampina Germany GmbH – Leading Company in the Milk Industry

Food production and handling personnel data have several things in common. They require high awareness of responsibility and quality. These success factors have already been long known to FrieslandCampina Germany, a subsidiary of Royal FrieslandCampina. The quality of milk products is therefore consistently very high. Famous brands such as Landliebe, Tuffi, Frico, HollandMaster and Chocomel are included in the range. To process personnel data throughout the country just as qualitatively and without media disruptions, the food manufacturer decided on an SAP Core Hybrid solution. This means that payroll accounting and time management are done on-premises, but other HR applications use the SAP SuccessFactors Cloud solution.

Quality Is the Best Recipe for Successful HR Processes

As early as the 2000s, NTT DATA Business Solutions introduced payroll accounting and time management via SAP ERP HCM at FrieslandCampina Germany. According to current group specifications, master data entries were eventually replaced via SAP HCM by SAP SuccessFactors Employee Central. The aim is to achieve central reporting at group level. To ensure the necessary data transmission, NTT DATA Business Solutions was again mandated as a trusting IT partner – this time for the creation of individual interfaces. The challenge here lay in the internationality of the project. Though the group's headquarters are in the Netherlands, some contacts are resident in India and key users in the German subsidiary. With a structured strategy and target-oriented communication, the challenge was successfully mastered.

Requirements Clearly Defined Thanks to a Workshop with NTT DATA Business Solutions

Customer requirements were initially defined in the context of a scoping workshop. What was specified here was that master data management should occur centrally. This means that the further distribution of data in Employee Central using the interface in countries' on-premises systems must be ensured. Data such as name, salary and department are transferred for the purposes of evaluation of each interface by SAP Employee Central in SAP HCM. Tax and social security data, however, remain in the local on-premises systems.

Data Maintenance in the Cloud – On-Premises Billing

With this aim in mind, which fields from SAP Employee Central in SAP HCM should be mapped was determined. In the cooperation of NTT DATA Business Solutions experts with key users, specific local requirements such as tariff systems were also taken into account. Individual customization ensured that data could be replicated into the SAP SuccessFactors Employee Central Cloud solution and, based on the template, back again into SAP HCM. The high precision of the interfaces had already been displayed when they went live. FrieslandCampina was able to begin with just a one cent accounting gap in the data not originating from the cloud. The food manufacturer also benefits from long-term maintenance in addition to innovative SAP functions through the NTT DATA Business Solutions Application Management Service (AMS). This way, nothing gets in the way of further growth.

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