

# DEPLOYING SAP® SUCCESSFACTORS® FOR GLOBAL TALENT MANAGEMENT



Without a trusted partner like itelligence\*, it would have taken us far longer to achieve implementation success. itelligence\* kept us focused on the end result and led with best practices throughout the project.

Cindy Omann, HRMS Manager, MTS Systems Corporation



## Challenges

- Disparate systems supporting talent management processes
- No integration between on-premise and cloud HCM solutions
- HR data reporting lacked a holistic global enterprise view
- Global training needed to be simplified and consolidated



## Solutions

- SuccessFactors Platform
- SuccessFactors Performance & Goals
- SuccessFactors Compensation
- SuccessFactors Recruiting Management
- SuccessFactors Recruiting Marketing
- SuccessFactors Onboarding
- SuccessFactors Learning



## Benefits

- Single, integrated hybrid solution providing global collaboration, insight and reporting
- Increased HRIS operational efficiencies
- Decreased operational costs
- Complete view of global talent for leadership planning



## Why NTT DATA Business Solutions?

- Project management style and strategic approach
- A trusted, global SAP partner capable of leading the entire implementation
- Deep HR business background and solution knowledge
- Extensive experience providing best practice methods for integrating on-premise and cloud HCM
- Track record of successful on-time on budget hybrid



**Company:** MTS Systems Corporation

**Industry:** Industrial, Product Development, R&D

**Products:** Mechanical testing systems, software, consulting, and services; precision measurement sensors

**Number of employees:** 2,400

**Revenue:** \$564 million (2015)

**Headquarters:** Eden Prairie, Minnesota

**Website:** [www.mts.com](http://www.mts.com)

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

NTT DATA Business Solutions



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**80%** **Benefitted of employees**



### Uniting Systems to Achieve Business Objectives

In 2013 it was clear MTS needed a unified talent management solution that would be able to connect HR processes supported through multiple systems and also seamlessly integrate with the organization's SAP ERP HCM (SAP HCM) on-premise solution. This technology decision was viewed as critical to supporting MTS' top business objectives, which included creating a single repository for the business to review talent across the global organization, creating a "ready now" leadership pipeline, and meeting future organizational growth. MTS chose to deploy the SuccessFactors Talent Management suite to build a hybrid, best-of-breed solution for HR and talent needs, with NTT DATA Business Solutions leading the company through this dynamic HR transformation. "NTT DATA Business Solutions was strongly recommended to us due to their success in delivering complex talent management implementations and their team's extensive HR business knowledge," said Cindy Omann, HRMS Manager, MTS. "NTT DATA Business Solutions's approach provided a robust project plan that enabled us to fully leverage talent across our global operations and stick to our timeline and budget. Partnering with NTT DATA Business Solutions gave us the experience, expertise and leadership we needed to fully integrate our hybrid solution and support the evolution of our talent management processes."

### Addressing Global Talent and Business Requirements

Through the benefits provided by its cloud-based SuccessFactors platform, MTS now has a single, integrated solution that aligns the company's business strategy and global workforce. MTS simplified its global training operations by consolidating multiple systems into one easy-to-use SuccessFactors Learning Management solution (LMS), benefitting 80 percent of all employees. By leveraging LMS, MTS is now able to track training compliance and ISO International Standards. Authorized users can easily see which employees have completed required trainings and

verify, for example, that Board of Directors members and external partners have completed required ethics or other trainings. Similarly, the company has shifted from using a standalone performance management system and handling compensation through cumbersome spreadsheets in favor of SuccessFactors Compensation solution and Performance & Goals, which was bolstered with eight language packs to support MTS' global team. With SuccessFactors Recruiting Execution, MTS now executes full-cycle recruiting processes. Requisitions are created and approved globally through a single, integrated system, further supporting global alignment as well as streamlining recruiting and onboarding processes. According to Omann, employees in all locations benefit from access to the same tools. Managers across all MTS locations now use an intuitive dashboard to review up-to-date org charts, performance and business reports. Most importantly, the solution supports their mobile workforce enabling anytime, anywhere access to information.

"We didn't want to approach the project with a one-size-fits-all mentality, so we decided to think outside the box and were able to find innovative, sophisticated solutions time and again," said Omann. "We are way further ahead than we were two-and-a-half years ago. Without a good implementation partner like NTT DATA Business Solutions it would have been difficult. Having already realized many benefits from its cloud-based SuccessFactors solutions, MTS is looking ahead to address future needs such as integrating strong analytics, succession management, career development and planning, plus updates to the existing solutions. "SuccessFactors met our business needs in the various areas of talent management and gave us the ability to utilize one suite of tools," said Omann. "From a partner perspective, we continue to leverage the partner as our trusted advisor because they care about our objectives and strive to assist us in transcending our business goals."

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