

Vetter Pharma-Fertigung GmbH & Co. KG, Ravensburg, Germany

# Human Resources 4.0 – Hybrid Landscape for Vetter with SAP HCM and SuccessFactors

 The introduction of a new HR system landscape by itelligence was just the start of our journey into the digital world. With SAP SuccessFactors, our HR department is now state-of-the-art. By means of our trained specialist staff and intelligent functionalities, we are able to meet the highest compliance standards.

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## Challenges

- Assumption of the project and replacement of the legacy system
- Complex, heterogeneous system landscape
- Keeping high compliance standards

## Benefits

- Future-proof, cloud-based solution with outstanding process mapping
- 360° view on employees
- Employee & Manager Self-Services
- System-based identification of new talents
- Increased level of automation
- Elimination of redundant, manual data maintenance results in improved data quality
- High level of data protection through a clear authorization concept & traceability
- Intelligent reporting functions

## Solutions

- Application Management Services (AMS)
- SAP Human Capital Management (HCM)
- SAP SuccessFactors
  - Recruiting Management & Marketing
  - Employee Central
  - Performance & Goals
  - Succession & Development
  - Compensation

## Why itelligence?

- Extensive know-how of hybrid scenarios
- Substantial expertise within the entire SAP SuccessFactors HCM suite



More than **50**  
interfaces  
developed

### **Vetter – Continuous Growth with more than 4,600 High Performers**

Vetter has once started as a pharmacy and is now a global operating company, specialized in the field of aseptic filling and packaging of syringes as well as other injection systems. From the early development of new preparations up to global market supply, pharmaceutical manufacturers receive support for the treatment of various diseases. Around 4,600 qualified high-achievers and the use of intelligent robots within the aseptic production ensure compliance with the highest quality standards. By having a constant focus on innovation and automation, Vetter relies on state-of-the-art technologies in the field of Human Resources. This ensures that employees get maximum support in their professional career.

### **Outstanding HR Processes in the Cloud and On-Premise thanks to SAP SuccessFactors**

To expand valuable employee relationships, an innovative solution was required in order to give HR processes a new look. With SAP SuccessFactors all expectations were exceeded: From hiring and onboarding of new employees up to compensation, system-based processes now ensure an efficient Human Resource Management. Starting with assumption of the project including the SAP SuccessFactors module *Employee Central* as well as the introduction of *Compensation*, the experts of itelligence achieved the go-live of the new system landscape including all necessary interfaces in a core hybrid approach in a very short timeframe. This means that, along with *SAP HCM Payroll*, Vetter also uses the On-Premise version of *Personnel Cost Planning*, connected to the cloud solution SAP SuccessFactors. Through further enhancement of the *Performance & Goals* module, the corporate's health management is now revitalized, too – to the benefit of all high-achievers.

### **Performance Boost for HR Department – Time Saving within Various Areas**

Collaborative working – that's the maxim of Vetter. With *Employee Central* as a central data source, further systems of the HR and other departments are supplied with data via interfaces. This reduces manual data maintenance to a minimum. Not only employees, but also managers are able to keep their personal data up to date themselves through so called Employee and Manager Self-Services. Administrative tasks such as maintenance of vacation requests, master data and working hours are easier than ever. Along with the huge time saving, Vetter also benefits from a comprehensive view on employees. In addition to that, workflows ensure automated, less error-prone processes, which in turn results in less corrective actions.

### **Human Resource Management 4.0 – HR Processes State-of-the-art**

Vetter now benefits from modern, digital business processes that will continue to be enhanced in the future. Staff cost projection alone has been significantly shortened from 3 days to just 30 minutes, which results in much shorter processing times and faster forecasting. To prevent cost-intensive search for strategic staff replacements, the SAP SuccessFactors module *Succession & Development* will be introduced in cooperation with itelligence as well. Consequently, employees' careers are advanced proactively and key positions are filled quickly. In addition to that, performance-related remuneration is managed via the module *Compensation* and by integration of the *Recruiting* module – already in use – the HR setup is rounded off. Meanwhile, the agile itelligence Application Management Service (AMS) gives Vetter additional space for strategically relevant matters. In this case, Vetter relies on long-term SAP Support from a reliable partner and is ready for further digitalization processes.



**Company:**  
Vetter Pharma-Fertigung  
GmbH & Co. KG

**Industry:**  
Pharmaceuticals

**Products:**  
Production of aseptic  
pre-filled injection systems  
such as syringes,  
cartridges & vials

**Employees (2019):**  
About 4,600

**Headquarters:**  
Ravensburg, Germany

**Website:**  
[www.vetter-pharma.com](http://www.vetter-pharma.com)