

### *Case Study:*

HR Management and Enterprise-Wide Technology Integration Project for a Consumer Goods client

### *Summary:*

ALLIANT helped a Consumer Goods client implement a Human Capital Management program to create a global, standardized HR organization that would support its drive to achieve high performance. The new system integrates with the SAP finance solution already implemented with the client's resident system, with both in the Microsoft environment.

### *Business Challenge:*

Rapid global growth had left the client with a heterogeneous HR systems environment that did not support high performance. This rapid growth during the 1990s had meant customization and localization of the legacy HR systems. This nonstandardized environment was costly to maintain and presented a barrier to the company's efforts to achieve high performance. To enable the leading practices that would deliver a highly effective, global HR capability, ALLIANT sought an integrated technology solution that would support its strategy, process and people vision and be fully aligned to the client's business challenges. ALLIANT decided that SAP Human Capital Management not only provided a host of functions to automate and integrate HR functions on a global scale, but could leverage the recent implementation of SAP Financials.

### *How We Helped:*

For the client, ALLIANT implemented the SAP R/3 applications relating to personnel administration, organization management and reporting, and enhanced the SAP Business Intelligence Warehouse already in place. At the same time, the team integrated these modules with the existing SAP Finance solution, maximizing the SAP system's core configurable logic and data to support the company's HR capability and set the stage for high performance. Following an intensive three-month design phase, the team spent an additional three months configuring the SAP IT solution. It conducted three full mock data conversions and numerous tests before migrating to the new SAP systems and integrating SAP HR with SAP Finance. A major challenge was finding a time when the finance organization did not need access to the finance data. One three-day period was identified, during which 10 deployment teams spread across the various geographies successfully converted the entire core HR system.

### *High Performance Delivered:*

ALLIANT's research shows that top companies rationalize, centralize, and standardize information technology to manage total cost of ownership and enhance productivity. The same was the case for this consumer goods client.

As a result of ALLIANT's work, the new SAP system:

- Reduces maintenance costs by leveraging less expensive database platform.
- Improves productivity by enabling greater HR efficiencies across the organization.
- Maximizes the value of business information.

Most importantly, the new system integrates HR and financial information in a single instance, single version of SAP. Shared data accelerates the creation of reports and facilitates the evolution of shared processes and more rigorous internal control procedures.