

NTT DATA

Trusted Global Innovator

SUCCESS STANDS FOR HUMAN FACTORS

SAP SuccessFactors 



SAP® Cloud Focus Partner



NTT DATA
Trusted Global Innovator

NTT DATA Romania, Trusted Global Innovator, is **the leading S/4HANA implementer in Romania**, with **the largest SAP expertise center of over 300 consultants**.

- **NTT DATA** is the **1st Cloud Focus Partner** in Romania;
- **NTT DATA** is **SAP Gold Partner** in Romania;
- Over **50 SAP customers** in Romania;
- Over **25 SAP partner companies** from Western Europe are our customers;
- SAP expertise center with **300+ consultants** “**Preferred Supplier SAP SE**”;
- 1st Romanian company localizing **SAP Dealer Business Management**;
- 1st authorized **SAP SuccessFactors partner** in Romania;
- 1st SAP Partner implementing **S/4HANA** on the Romanian market;
- **8 years of experience in implementing SAP business solutions** in Romania within various industry segments.



What recommends us as a partner?

NTT DATA SAP
Services and Solutions

SAP SF – Performance
and Goals

SAP SF - Learning

SAP SF – Recruiting
Management

Speaking from our own
experience

State of things

What recommends us as a partner?

NTT DATA Romania is Trusted Partner for more than 340 clients:

NTT DATA Romania provides development assistance and expert advice for customers across various industries, IT service providers, system integrators and software companies. These are services offered over the entire software development and management lifecycle. Currently the company serves over 340 clients, in multiple countries, including Romania, Germany, Austria, Switzerland, Netherlands, Norway, Finland and USA. The added value provided by NTT DATA Romania lies within the specific know-how of various business lines. This includes a thorough understanding of the main challenges felt by clients and the current economic environment. These aspects have significantly contributed to the growth of the company over the past 18 years, along with consistently enhancing customer experience.

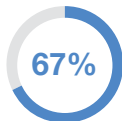
Over 50 SAP implementation projects in Romania:

Understanding the specificity of local business is a key point for a successful implementation. The various industries addressed by our solutions, the drive towards business processes transformation and use of industry best-practice, help our customers boost performance as a result of an integrated software implementation.

SAP Center of Expertise of over 300 consultants:

NTT DATA Romania supports its customers by offering innovative solutions, based on cutting edge software technology and standards. As SAP Gold Partner, the company holds a competence center of over 300 technical and functional consultants, being certified as “Preferred Supplier” of SAP AG for Application Management and Support Services. NTT DATA Romania gained “SAP Partner Center of Expertise” credential for offering SAP support services at the highest quality level.

Key HR KPI's



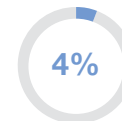
of our resources have
+5 years of experience



of **hires** happen by
referral of existing
specialists



approval rate
by the clients, for
recruitments



**attrition
rate**



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NTT DATA SAP Services and Solutions

Offered SAP services:

Cloud Services

Being a company with over 1,700 specialists, we benefit from the SAP SuccessFactors solution ourselves. Through learning by doing, our team consisting in certified SAP SuccessFactors consultants have perfected the implementation. By implementing the SAP S/4HANA system in the local market and offering support to international clients, we managed to get project experience on the SAP Cloud Platform. The 1st customer in the Romanian market willing to implement the new SAP S/4HANA solution chose us as implementation partner. Our offering to the new SAP S/4HANA clients in the local market, also include applications built on the SAP Cloud Platform with SAP Fiori and UI5 technologies.

Development Services

SAP customers are faced with the challenge of exploiting the potential of their SAP systems in order to properly support their business processes. In addition, these companies are subject to permanent change. This requires

Offered SAP solutions:

- SAP ECC
- SAP S/4HANA
- SAP SuccessFactors
- SAP Business Intelligence
- SAP Dealer Business Management

Clients:

Top customers from different industries such as retail, insurance, financial, software and many more.

new installations or adaptations of the systems, as well as professional support. Therefore, solid SAP knowledge is always required. With NTT DATA you will find a reliable service provider for SAP Services, which actively meets your individual requirements.

SAP AMS Services - AMS

NTT DATA Romania has been providing ITIL-compliant outsourcing support services to international customers, for more than 10 years, in German and English language. With a fully developed infrastructure, NTT DATA processes an average of 15,000 tickets per month, to some extent as 24/7 service (service time and on-call duty). German and English are our main service languages.

SAP Basis Services

NTT DATA Romania provides development services and expert consulting for IT service providers, system integrators, software companies, as well as customers from various industries.

- SAP Financial Supply Chain Management
- SAP Supply Chain Management
- SAP Customer Relationship Management
- SAP Business All-in-ONE
- SAP Business Planning and Consolidation



SAP® Cloud Focus Partner



NTT DATA Romania: Strengthen Corporate Culture & Employee Engagement with SuccessFactors® Solutions

NTT data
Trusted Global Innovator

NTT DATA Romania is your Trusted Global Innovator, with an experience which spans over almost two decades.

Executive overview - Business Transformation

Company:
NTT DATA Romania

SAP Focus Location:
Bucharest

Products and Services:
IT Software development, managed information and communication technologies, IT services

Specialists:
1,700+

Revenue:
55mil euro

Website:
www.nttdata.ro

SAP SuccessFactors 
First Partner

1,700+
Users

Higher
Engagement

Objectives

- Define and implement a consistent Performance Management system in order to map and improve technical skill per project;
- Improve productivity of HR management by accurate overview, faster processes and metrics on talent and development;
- Grow a consistent, performance based corporate culture;
- Engage employees through continuous learning and development, as well as coaching.

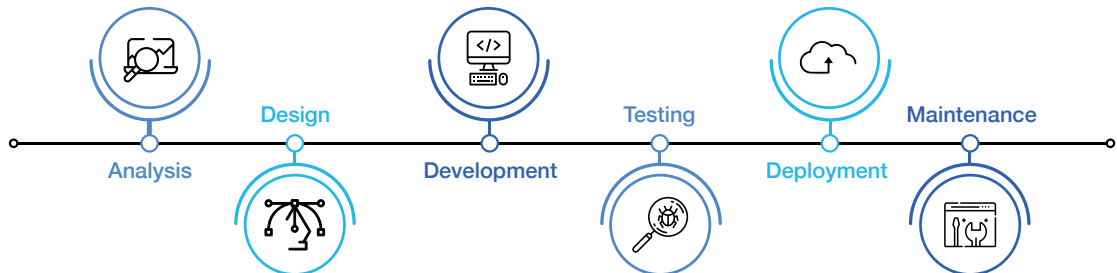
Solutions

SAP SuccessFactors:

- Performance Management and Goals;
- Recruiting Management;
- Learning and Development;
- HR Marketing;
- SAP JAM.

Benefits

- SAP SuccessFactors solution generates a strategic overview of the HR processes and employees;
- Actionable analytics that help shaping employees' careers;
- Wide adoption of SuccessFactors solutions through a simple, user-friendly HR platform;
- Velocity and responsiveness against IT workforce market demand;
- Speed-to-value translated into innovation and performance.



SEE ALSO...



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Transforming the performance evaluation process into NTT DATA Romania SAP SuccessFactors Performance and Goals

Objectives



- Automate and customize performance ratings to meet specific business needs;
- Accelerating annual evaluation processes for more than 1,700 specialists;
- Increased visibility on the evaluation stage (Team overview);
- Aligning employee goals and performance with the company's business strategies;
- Optimizing the performance of all employees through a fast, efficient, structured and consistent process.

Solution



- Develop goals instantly with recommendations from the Goal Library of more than 500 S.M.A.R.T. goals;
- Continuously update employee effort, success probability and feedback;
- Mobile Goal Management;
- Give managers more control over goal execution with the ability to set top-to-bottom goals and see individual, team or company-wide progress.

Benefits & KPIs



- Improving the link between organizational strategies and employee performance by aligning individual competencies and objectives with those of the company;
- Real-time access to the dashboard for the objectives and performance of the teams/verticals/organization;
- Improving the flow of evaluation by involving managers and the HR department in a self-service process;
- Providing constant feedback from both inside and outside the company.

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Creating a culture of continuous learning in NTT DATA Romania with SAP SuccessFactors Learning

Objectives



- Capabilities to improve regulatory compliance and reduce legal risk;
- Improving the traceability and transparency of training activities of the NTT DATA Romania team;
- Extended enterprise environments for partners, dealers, franchises, customers and the extended business network;
- Blended learning capabilities for developing employee skills.

Solution



- Provide clear, compelling career paths to better retain employees;
- Ensure development goals are aligned with learning activities that can assist in overlapping performance gaps;
- Set competency based development goals to reduce turnover and upskill the workforce;
- Create Programs to combine internal and external items and content to support self-based training;
- Compliment the formal side of learning with informal capabilities such as blogs, videos, multimedia.

Benefits & KPIs



- Better retain employees;
- Overlap performance gaps;
- Reduce turnover and upskill the workforce;
- Support self-based training;
- Encourage a culture of learning;
- Sustain continuous learning;
- Promote active and independent learning;
- Develop a growth mindset among the employees.

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Improving and simplifying HR Processes in NTT DATA Romania with SAP SF Recruiting Management

Objectives



- Optimizing the workforce by simplifying the recruitment and selection process;
- Improving the traceability and transparency of recruitment activities of the Workforce Management NTT DATA Romania team;
- Reducing candidates' employment time by streamlining candidates' evaluation, but also by actively involving managers during the selection process;
- Automating some activities such as hiring approval, offering, interviewing, completing the profile of the candidate.

Solution

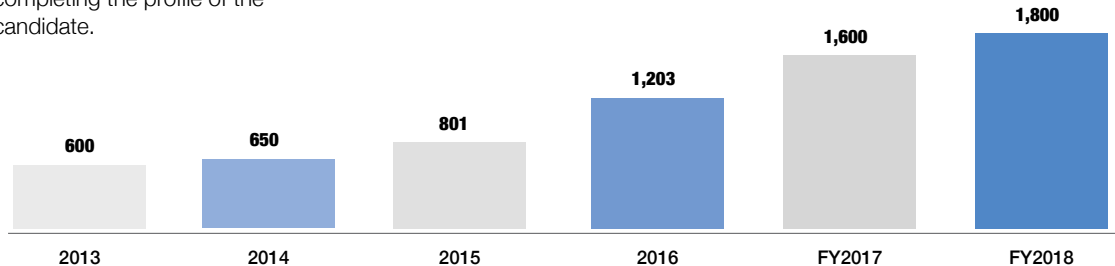


- Streamline and simplify the hiring process;
- Engage and nurture candidate relationships;
- Source the right talent across the globe;
- Human resources management: develop an inventory of availability by seniority, technology, status of employment, language skills, contact data and recurrence of the screening/interviewing etc.

Benefits & KPIs



- Dashboard on open positions on the vertical, for managers and management;
- Simplified stream of approval, thus reducing the blocking of applications;
- Quickly fill in relevant information for each recruitment area, specifically by using templates for resource requirements, candidate profile, employment reports, etc.



■ ■ ■ Specialists no.

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Statement

As one of the largest ICT companies in Romania, the challenge of the digital generations had an impact on us first, in 2013, when we decided to implement a revolutionary solution: SAP SuccessFactors. This proved to be the best method to manage the exponential growth of NTT DATA Romania team, in 7 offices from 2 countries, with the more and more pressing need to accommodate quickly growing diversity, both cultural and generational. Moreover, the highly qualified labour market is a battlefield and SuccessFactors offered us a considerable competitive advantage through the flexibility, scalability and diversity of its modules.

In 2013, when we started implementing SuccessFactors in Romania, we were the first ones to do so and thus, we took the implied risk due to the trust we had in the SAP SuccessFactors solution. Since then, our know-how of the solution has increased, so that our clients could enjoy the level of professionalism which we were targeting.

Starting 2017, we enhanced our leadership in implementing the last generations of SAP solutions and succeeded in securing projects with large calibre clients from various fields, being one of the most extended companies locally, with more than 1,700 specialists and high complexity processes.

“Above all, we believe in our people, their ongoing development and most of all in their talent. People come first. We do understand that without the value brought by people, you cannot deliver high quality services or innovation. Nowadays, people search for an experience journey more than a career and we chose SAP SuccessFactors to enable and give them the power to shape their performance, see their results and improve their skills and outcomes. Each of our colleagues feels empowered and in charge of their results, thus fostering engagement and creativity”,

declared Maria Metz, Deputy CEO, NTT DATA Romania



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Millions of users benefit daily from the **NTT DATA solutions**, optimising businesses around the world, having **more than 110,000 specialists** at a global level. The company generates **over 12 billion Euro annually**, covering the whole range of **software services** and **R&D**, offering added value.

The **NTT DATA philosophy** is centred on the **client**, the **vision** and the **team**, thus serving multiple industries: **Automotive, Finance & Banking, Manufacturing** and many more. **Innovation** and **continuous improvement** are the basis of the **vision** and the **strategy** of **NTT DATA**, leading to a perpetual extension of the portfolio and the best example of this is the newly inaugurated **R&D centre in Cluj**.

Last but not least, what gives firmness to the performance is the team.

1,700 specialists with **over 18 years of experience** in **consulting, application management and support, testing and quality assurance**, as well as **solutions development** and **system integration**, form the team of **NTT DATA Romania**.

NTT DATA Romania, SAP Gold Partner, is a pioneer in implementing **SuccessFactors** and **SAP S/4HANA**.

About NTT DATA

NTT DATA Romania is an IT services provider and system integrator, with a team of over 1,700 specialists in Romania and Serbia, delivering a variety of projects across diverse industries: Automotive, Banking, Manufacturing, Energy and Utilities, Public Sector, Retail, Transportation and Logistics.

By integrating extensive experience, proficiency and constant innovation, **NTT DATA Romania** collaborates with national and international clients, in implementing IT services and solutions to help achieve performance and bring added value. The business portfolio includes the following services: development and integration of standard or customized software solutions, application management services, testing, quality assurance, IT and business consulting, IT security and infrastructure services etc.

As a SAP Gold Partner, **NTT DATA Romania** is a local market pioneer in implementing SuccessFactors and SAP S/4HANA cloud solutions.

NTT DATA – Trusted Global Innovator is part of NTT Group (Nippon Telegraph and Telephone), one of the global ICT leaders, with over 283,000 specialists and a large portfolio of global infrastructure solutions, communications and IT services. **NTT DATA** is Top 10* global business and IT services provider. * Source: Gartner, "Market Share: IT Services, 2017" published on June 11, 2018

www.nttdata.ro

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