# Innovative and flexible SAP HCM Reporting for ArcelorMittal Bremen

> "Query Manager allows us to implement complex evaluations, something which is not possible in the standard SAP system."

## ABOUT ARCELORMITTAL BREMEN

As one of the largest employers in the region, ArcelorMittal Bremen GmbH boasts state-of-the-art facilities where more than 3.6 million tonnes of crude steel are manufactured annually. All facilities, from pig iron production to thin sheet metal processing, are consolidated on the company grounds. Whether it be the automotive or construction industry, packaging market, mechanical engineering or household appliance industry: ArcelorMittal Bremen is highly diversified. Its most important customers include the leading car manufacturers in Europe. ArcelorMittal Bremen GmbH is located directly along the lower reaches of the River Weser on a site measuring approx. seven square kilometres in the north of Bremen. It has been producing steel here since 1957. ArcelorMittal Bremen belongs to the global steel group ArcelorMittal, which has its headquarters in Luxembourg. More information is available at: bremen.arcelormittal.com

| CHALLENGES | SOLUTION | RESULTS |
|---|---|---|
| Traditionally, ArcelorMittal Bremen has outsourced its SAP application development. As a result, this made processing new and existing queries very time consuming for SAP HR Reporting. By outsourcing development, the department struggled to perform tests quickly enough to see whether an idea was even feasible for an evaluation. Complex evaluations always consisted of a host of ad-hoc queries and other evaluation paths in the standard SAP system. In the end, these queries were collected outside the SAP system, usually in a Microsoft Excel spreadsheet. | ArcelorMittal Bremen opted for Query Manager, EPI-USE Labs' HR reporting solution. Going forward, complex evaluations can now be implemented, something which was not possible with the previous ad-hoc approach. As a result, the laborious task of managing downloaded data in Microsoft Excel is no longer required. This was always a very time-consuming and unreliable method in the past. Query Manager was recommended to ArcelorMittal Bremen by some of their customers who were already using it. | Query Manager has been very well received both by creators of the queries (designers) and users alike. Query Manager can handle processing tasks involving large volumes of data without any problems. The quality of the reports is much improved. Errors and logical contradictions can be prevented because various different objects are linked within a query and can therefore be simulated for plausibility.<br><br>In addition, Query Manager offers a number of helpful functions, such as quality checks for incorrect and missing entries and an evaluation of various periods within a query. |

*Query Manager supports HR transformation and assists us in developing creative solutions.*

Peter Kairies, Digital Transformation Manager, ArcelorMittal Bremen

## BENEFITS

Reduced development time for a report from 8 weeks to 1 day

Improved quality of reports thanks to use of real-time data

Automatic distribution of reports eliminates manual effort of 2 days

# North American Lighting
## migrates SAP Payroll in
## five days with EPI-USE Labs

How North American Lighting capitalized on their existing payroll implementation
by migrating their payroll to SuccessFactors ECP using the EPI-USE Labs PRISM service.

# NORTH AMERICAN LIGHTING
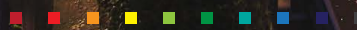
North American Lighting (NAL) is a member of the Japan-based Koito Group of companies, and has been manufacturing automotive lighting systems for vehicle manufacturers since 1983. Today, they are the largest exterior lighting supplier to automotive OEMs in North America. With eight facilities in the United States and 6000 employees globally, NAL provides advanced lighting technology, engineering design expertise, and state-of-the-art production capabilities to auto makers based in North America and beyond. Combined with their global network of Koito Group companies, this positions NAL to meet increasing global demand for safe, energy-efficient, eco-friendly, intelligent automotive lighting systems. Visit website: https://www.nal.com

## NAL wanted a low-risk move to SAP SuccessFactors

NAL had spent some time exploring options to update their on-premise SAP system to a cloud-based solution, and decided on SuccessFactors. As they manage their own payroll in-house, they wanted to move their core HR and Payroll to SAP SuccessFactors, which was driven by their core cloud strategy and motivated by eliminating the need for outsourcing infrastructure.

NAL was originally going to do a re-implementation of their 20-year old payroll from on-premise to Employee Central Payroll (ECP), which was a requirement in the early days of ECP. The strategy to be followed for the ECP implementation was to use the opportunity to clean up their existing payroll by doing a re-implementation. NAL realized that this involved a certain amount of risk, but at the time there was no other option.

For the data portion of ECP, the strategy was to do a traditional export from on-premise and an upload into SuccessFactors with the most recent data. That would have entailed downloading their data into a CSV file, making any alterations and changes, and then uploading it into their ECP system. NAL was very worried about the risks of re-implementing payroll, and the costs of re-implementing an entire system, and losing all of the investment that they put into their existing on-premise SAP Payroll. If they had taken the route of re-implementation, it would have taken many months, as well as manual work, running the risk of numerous errors.

As a long-term SAP customer for over 20 years, multiple personalized payroll configurations would have had to be analyzed and implemented into the new system. NAL also had staffing challenges, and was considering starting the project over from scratch. Looking at the number of challenges and risks associated with a traditional ECP project, NAL inquired if there is any other option available in the market. **The EPI-USE Labs PRISM offering was presented to NAL and it addressed a number of their concerns.**

> *"Having realized we needed help, we looked at a few tools at the SuccessConnect conference and were interested in what EPI-USE Labs could offer us. They did a proof of concept, and showed us how they can automatically migrate all our payroll configuration and a subset of our data easily from our on-premise instance to an ECP instance using their PRISM Migration Services. We decided to move forward with EPI-USE Labs."*
>
> *Don Parker, AGM of IT Department, NAL*

# How to migrate an entire Employee Central Payroll system in five days

EPI-USE Labs migrated NAL's entire Employee Central Payroll system in five days using EPI-USE Labs' SAP-certified proprietary tools. The PRISM service includes a parallel run and validation of the payroll results with historic master data and payroll data. With a traditional ECP implementation, it would have taken a number of months to stabilize the payroll.

*"We have a lot of confidence in EPI-USE Labs. They truly have been wonderful to work with, in fact they have been a godsend; they have done what they said they will do, and when. They think outside the box, and are willing to do anything they can to help you or accommodate your needs."*
Don Parker, AGM of IT Department, NAL

*"In a short amount of time, EPI-USE Labs was able to get ECP back on track within the timeline. They lifted the whole SAP instance on-premise, and moved it to SuccessFactors. They took our existing payroll configuration, and drastically minimized the amount of time we had to spend configuring our ECP instance in SuccessFactors. EPI-USE Labs used their Data Sync Manager solution to migrate production data, with a transfer rate of 85GB an hour across the duration of the Sync. In the first hour, we frequently saw over 100GB transferred. Another benefit was that the EPI-USE Labs' solution allowed us to bring over much more history and enough data to meet legal requirements."*- Don Parker, AGM of IT Department, NAL

NAL also discovered that the EPI-USE Labs' tools Query Manager and Variance Monitor could help them with reporting and comparing data before, during, and after Go Live. They were struggling with validating data on both on-premise and SuccessFactors, and Query Manager and Variance Monitor solved this. Prior to this, NAL was manually extracting data from multiple sources and doing v-look ups offline in Microsoft Excel, which runs the risk of manual or data conversion errors and security considerations.

*"Query Manager looks at our on-premise data, and the data in our SuccessFactors system, and allows us to compare that data and determine if there are any inaccuracies. Once we run the replication, we can look at the ECP to EC side, and see how many errors there are, what's not right and what's not matching. It's so quick, we can filter out the noise we don't need and focus on what's important. On the reporting side, we needed this tool urgently! We expedited the process and have already delivered eight out of eleven reports. The tool has expedited the process, including finding errors. It's also saved the Payroll and HR teams huge amounts of time. Time is the most valuable commodity and it's in short supply - especially as we near the end of a project."* - Don Parker, AGM of IT Department, NAL

# Transferring data from point A to B quickly and without errors

*"The major benefit for us was the time savings. The data went up in 12 hours, which is a small fraction of the time it could have taken us. The value of the PRISM Migration Service is how quick it is; and there are no errors. There is no manipulation done, it moves the data from Point A to Point B as is. It's a seamless process. It took away the manual process, and took out the room for error."* - Don Parker, AGM of IT Department, NAL

**Query Manager benefits to NAL:**

Allows Payroll and HR to look at much larger data sets (instead of small samplings)

Reports provide accurate, real-time data

It's integrated with SAP SuccessFactors for on-premise SAP and hybrid SAP SuccessFactors reporting

Massive time savings

Reports are easy to use and users are empowered to create their own reports without reliance on technical resources

No custom coding or IT involvement

Picks up errors immediately

Allows you to focus on key areas

## ABOUT EPI-USE LABS

Our passion at EPI-USE Labs is to innovate and deliver: our solutions and consultants will enhance any SAP landscape and project. To do this, we employ highly skilled individuals whose technical knowhow and experience is capable of making our goal a reality. Over the last thirty-plus years, hundreds of companies across the globe have discovered the difference our solutions make to their day-to-day operations.

To find out more about EPI-USE Labs' solutions and services, please visit **www.epiuselabs.com** or contact us at **info@epiuselabs.com**

# Transforming **PostNL's** on-premise payroll to SuccessFactors ECP in the cloud

**EPI·USE**
**LABS**
*value through innovation*

**SAP SuccessFactors**

*Transformation without re-implementation with PRISM:*
*Migrating on-premise payroll to SuccessFactors Employee Central Payroll*

SAP  SAP SuccessFactors

## About PostNL

PostNL is the number one service provider in mail and logistics in the Netherlands.

They deliver parcels every day, and mail five days a week. On a week day, they deliver on average 800,000 parcels and seven million letters throughout the Benelux region. PostNL has the largest and most modern logistics mail and parcel network in the Benelux. In addition, they are active throughout the world with their cross-border activities under the name of Spring. www.postnl.nl

## PostNL:
## Migrating on-premise payroll to SuccessFactors Cloud Payroll

Having made a strategic decision to move their IT landscape to the cloud, PostNL insourced their Payroll from a third-party SAP HCM Payroll in 2016. The next step was to implement SAP SuccessFactors Core HR, and finally to migrate the SAP HCM Payroll to SuccessFactors Cloud Payroll.

## The solution:
## EPI-USE Labs PRISM for ECP migration service

A major data migration was completed to move PostNL to SuccessFactors Cloud Payroll. This project included migrating more than 200GB of data.

**Why did PostNL choose EPI-USE Labs for the migration?**
PostNL chose EPI-USE Labs to execute the migration because their consultants offered:

- A trusted relationship, and flexibility in terms of planning and execution
- Existing experience with PostNL environment, and data migration projects in general
- Intelligence in Data Sync Manager™ to execute data conversions
- Variance Monitor™ to automate data quality tests.

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- 38, 000 employees (one of the largest private employers in the Netherlands)
- Active throughout the world (under Spring)
- Approximately 4000 parcel points
- 4,4 million users of the PostNL app
- 25 state-of-the-art sorting centres for parcels, with over 40 robots
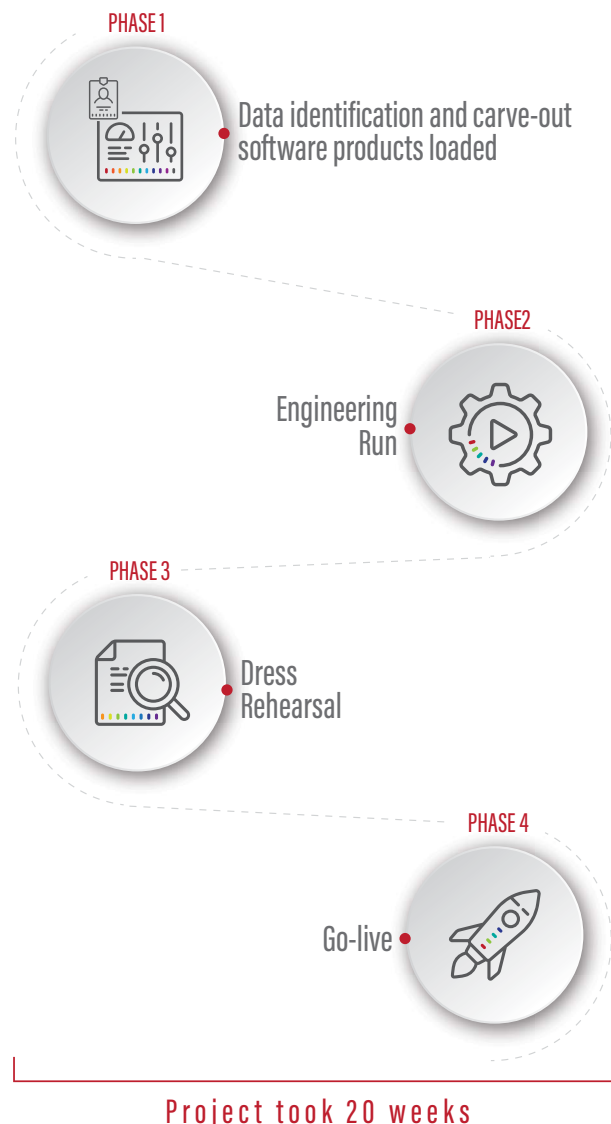- Services include delivering flowers, groceries, medicines and furniture assembly

*"EPI-USE Labs consultants know the SAP Data model, and could advise us on the best possible strategy for migrating the data. We were able to keep all the value from our SAP Payroll while modernising our landscape. Having EPI-USE Labs help us to deliver the migration on time and within budget meant we could focus on the overall project."*

Edwin van Teeffelen, SAP Project Manager

### A flexible, cost-effective migration

The EPI-USE Labs solution uses a combination of software and consultancy to deliver a cost-effective project. During the migration, three HR non-production clients were built to validate process and data quality before executing any runs on the ECP production system-client. EPI-USE Labs used Data Sync Manager to extract data from the current on-premise production system, and data files were moved to the SuccessFactors Cloud Payroll system.

The project was delivered in four phases:

PHASE 1

Data identification and carve-out software products loaded

PHASE 2

Engineering Run

PHASE 3

Dress Rehearsal

PHASE 4

Go-live

Project took 20 weeks

**Conversions:**

Part of the project included a number of conversions which needed to take place before the import to SuccessFactors. All employees with the fields, position (PLANS), job title (STELL) and org unit (OREGH) in the tables PA0001 and the payroll cluster table WPBP populated with data inherited the field value 0. In addition, any employees belonging to the various departments inherited the specified personnel subarea.

**Testing:**

During the Engineering and Dress rehearsal phases, Variance Monitor was used to check the Payroll data for differences between the source system and target systems. All differences were highlighted by the product for investigation and resolution.

As the project developed, the team became aware of additional requirements. EPI-USE Labs was able to accommodate three change requests to successfully deliver the project.

*"No project can be scoped 100% before it starts. The EPI-USE Labs team was really flexible to include additional scope into the final project. This flexibility helped us to deliver a smooth migration project."*

Jeninka Pelleboer, Solution Consultant PostNL

As a global software solutions and managed services company, EPI-USE Labs helps you to maximise the performance, management and security of your SAP® and SAP SuccessFactors systems. Our clients tell us every day how we have transformed their business operations. Contact us to find out how we can help you solve your SAP challenges.

**EPI-USE Labs is a proud member of the groupelephant.com family.**
**epiuselabs.com | sales@labs.epiuse.com**

# Reinsurer **SCOR** relies on risk-free **SAP HCM carve-out**

*"Getting it all from a single-source supplier – carve-out, cloud hosting and managed services – was key to success."*

**SCOR**
The Art & Science of Risk

## ABOUT THE CUSTOMER:

SCOR, the world's fourth largest reinsurer, offers its clients a diversified and innovative range of solutions and services to control and manage risk. Applying the "The Art & Science of Risk", SCOR uses its industry-recognised expertise and cutting-edge financial solutions to serve its clients and contribute to the welfare and resilience of society.

SCOR offers its clients an optimal level of security with its AA rating from S&P and Fitch. The Group generated premiums of more than EUR 16 billion in 2019, and serves clients in more than 160 countries from its 38 offices worldwide. For further information: www.scor.com

| CHALLENGES | SOLUTION | RESULTS |
|---|---|---|
| SCOR Switzerland was the only company within the global SCOR group to still have HCM data contained in a single SAP ERP system. They needed to re-integrate the data into the group's standard ADP system by 2021. At the same time, they planned to migrate their existing SAP system – mainly used for their finance department – to S/4HANA.<br><br>Because of these planned projects, the system couldn't be upgraded for a long time, which was becoming an issue on the HCM side. A carve-out of SAP HCM from the existing system landscape was the only solution. | Although SCOR had the opportunity to solve the challenges with their current service provider, they decided to work with EPI-USE Labs and smahrt consulting AG. Deciding factors to this new approach included that EPI-USE Labs has completed many successful SAP HCM carve-outs over the years, can provide a comprehensive cloud hosting and managed services solution, and had already established a successful partnership with smahrt consulting. | In December 2019, EPI-USE Labs took over all System Landscape Optimization (SLO) related tasks of the project, including data transfer to a system hosted by EPI-USE Labs. EPI-USE Labs was supported by their partner smahrt consulting, who set up the interfaces and validated them from a functional perspective. SCOR approved the go-live in January 2020, and announced that the carve-out was successfully completed in March 2020. In less than eight weeks, the HCM separation was completed, and several payroll processes were tested, including the known Swiss data processing standard ELM.<br><br>Until the ADP system is live and the SAP system is archived, EPI-USE Labs will support SCOR with its hosting and managed services, with HCM services provided by smahrt consulting. |

*Working with a single-source HCM expert for the HCM carve-out was key to the success of this project. EPI-USE Labs' many years of experience, including in SLO projects, cloud hosting and managed services, enabled us to reduce complexity, minimise risk immensely, and ultimately complete the project successfully.*

Peter Kosch, CIO, SCOR Schweiz

## BENEFITS

Successful carve-out in less than eight weeks

100% budget and time-line compliance

One contact person (single source): very fast response times and flexibility

Risk minimization: +30 years of technical expertise in the SAP HCM environment

EPI·USE
LABS
value through innovation

## Query Manager
## makes **Straumann**
## smile

<br>

**straumann**group

## ABOUT STRAUMANN

The Straumann Group has its headquarters in Basel, Switzerland, and specialises in aesthetic dentistry. With more than 7,000 employees worldwide, the group develops, manufactures and supplies dental implants, instruments, biomaterials, CADCAM prosthetics, digital equipment, software and soft aligners. These products are used in replacement, restorative, orthodontic and preventative dentistry. The group is recognised as a leading innovator and collaborates with universities, clinics, research institutes and others to enhance the standards of patient care. Its products, solutions and services are available in more than 100 countries.
https://www.straumann.com/group

| CHALLENGE | SOLUTION | OUTCOME |
|---|---|---|
| Before working with EPI-USE Labs, Straumann had been using standard SAP ad hoc queries. All SAP/HCM users had been responsible for running these queries.<br><br>With constant time pressures and a lack of specific responsibilities in HR, Straumann faced insufficient data quality, reporting errors and general inefficiency. | Straumann selected Query Manager to improve its SAP HR reporting and data quality. With Query Manager, they can generate automated SAP HR reports and check data quality, and run complex queries. They can also send automated reports, punctually and securely, to predefined groups of recipients.<br><br>Manual, time-consuming work is also minimised. In the past, there were often errors in the currency (such as EUR instead of CHF), and it took minutes per report to find the missing data records. With Query Manager, Straumann can automatically and proactively check for inaccuracies before the incorrect data lead to problems and errors in interfaces or reports. | Straumann now uses Query Manager to provide data as a service. Every Monday morning at 08:00, it automatically sends reports for review to the HR Business Partner and Manager. The group has benefited from a significant improvement in data quality and consistency.<br><br>HR and managers are also provided with a variety of reports via Fiori as a self-service. |

> *I love the possibility in Query Manager to be able to check objects, even if no value has been added (value is null). This isn't possible with SAP standard functions testing.*
>
> Carsten Aulbach, Head SAP/HCM, Institut Straumann AG

## BENEFITS

| 50 queries per week | An average of >500 runs per month | 2 types of reports: Evaluate master, time and compensation data and control reports |
|---|---|---|

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