



Implementing SuccessFactors for an Oil & Gas producer.

Operate | Human Capital, SAP

The challenge

- Client was having a wide variety of custom solutions implemented across SAP ERP landscape and confining to their organizational strategy on HRIS, decided to have the core HR system on SAP OnPrem and rest of the HR processes to be implemented on SuccessFactors.
- The scope of the project also includes tight integrations with the homegrown tools for the workflows and to manage the authorizations/role-based permissions.

Our solution

- Starting from Deloitte's best practice solutions, and by applying a pragmatic approach, we were able to cover the ground of this complex implementation. In this way, the project lead times were significantly covered, while the intentional end-result remain achieved.
- SuccessFactors modules in scope were Employee Central (Functional use) Recruiting & Onboarding, Performance & Goal management, Succession & Career development planning, Learning & WFA.
- Extended hyper care support included roll outs, system optimization and enhancements

The outcomes

Deloitte managed to deliver significant benefits to the client:

- Harmonization and simplification of the existing business processes, reducing complexity and improving data quality
- Integrated Solution with SAP/Non SAP Applications
- Developed a unified talent management platform. Defined a talent roadmap for the client based on future state maturity assessment helping them prioritize and sequence various talent programs .
- Helped customer to roll out the solution corporate wide and increase adoption supported by trainings, townhalls and user guides.
- Increased Effectiveness & Efficiency by delivering 100+ advanced reports across business processes.
- Timely support resulting in increased customer satisfaction & system adoption.
- Improved user experience, Increased efficiency & transparency in HR processes

