

HEXAWARE

Streamlining HR Operations with SAP SuccessFactors

Migration from PeopleSoft and Oracle EBS

Case study



Client

| Client

- Challenge
- Solution
- Benefits
- Summary

The client is a leading financial conglomerate primarily operating in the European and Middle Eastern regions that had recently undergone a merger with another large financial company. The two companies involved in the merger were running their operations on Oracle PeopleSoft and Oracle eBusiness Suite, respectively. The new entity, post the merger, was looking to migrate their HCM operations to a single SaaS platform and chose SAP SuccessFactors.



Challenge

Client

Challenge

Solution

Benefits

Summary

Some of the main problems for the client were:

- High licensing costs due to data spread across two entities and different HR systems.
- Legacy applications were expensive to maintain.
- Senior management lacked insight into regional performance.
- Regional needs had to be handled in all areas of operation.
- Overtime and indemnity calculations required a lot of manual work.
- There was little automation, and not many industry best practices were used.



Solution

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Hexaware implemented SAP SuccessFactors for the merged entity for over 6000 employees, leveraging our proprietary platforms and solutions.

Hexaware’s Amaze® for ERP Platform with its built-in solutions and accelerators was leveraged for each stage of the customer’s cloud migration journey. Some of the key proprietary solutions were:

- Cloud assessment solution
- Data migration solution
- Data archival solution
- Code remediation solution

Solution Implementation

- Hexaware provided end-end functional validation of SuccessFactors data center migration from SAP EU to SAP KSA for the customer.
- Our experts automated the processes for approved overtime amounts, amounts paid by payroll, pending payments, and indemnity, leading to various business benefits for the client.

After the SAP SuccessFactors implementation, Hexaware continues to provide the customer with 24x5 application management services (levels 1, 2, and 3).

The SuccessFactors modules serviced by Hexaware include:

- | | |
|--------------------|----------------|
| • Payroll | • Compensation |
| • Employee Central | • Performance |
| • Job Profile | • Goals |
| • Recruiting | • Learning |
| • Onboarding | • Succession |
| • Career Site | • Development |



Benefits

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The SuccessFactors implementation and HCM migration yielded several significant benefits for the client, including:

25%
decline in client costs, using Hexaware’s end-to-end pre-packaged data migration platform.

\$400 K
savings in payroll, HCM, time, tracking, and absence.

95%
reduction in man hours spent on user queries for overtime and indemnity.

Seamless processing of the SuccessFactors application.



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Hexaware successfully transformed the HCM landscape of a leading financial conglomerate operating in Europe and the Middle East by migrating from legacy HCM systems (Oracle PeopleSoft and Oracle eBusiness Suite) to SAP SuccessFactors. The solution addressed challenges such as data distribution across disparate HR systems, high maintenance costs, and compliance with local norms. By leveraging Hexaware’s proprietary platforms and solutions, including Amaze® for ERP, the company achieved significant cost reductions, automated critical HR processes, and improved operational efficiencies, resulting in substantial savings and enhanced performance visibility.



About Hexaware

Hexaware is a global technology and business process services company. Our 30,000+ Hexawarians wake up every day with a singular purpose; to create smiles through great people and technology. With this purpose gaining momentum, we are well on our way to realizing our vision of being the most loved digital transformation partner in the world. We also seek to protect the planet and build a better tomorrow for our customers, employees, partners, investors, and the communities in which we operate.

With 50 offices in 19 countries, we empower enterprises worldwide to realize digital transformation at scale and speed by partnering with them to build, transform, run, and optimize their technology and business processes.

Learn more about Hexaware at www.hexaware.com.

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