

HEXAWARE

Global SAP SuccessFactors Implementation for a Leading Power Generation Organization

Case study

Client

| Client

Challenge

Solution

Benefits

Summary

Driving Power Generation Across Emerging Markets

One of the largest power generation companies headquartered in Saudi Arabia, with a growing presence across 14 countries in the Middle East, Africa, Central, and Southeast Asia. The organization plays a critical role in powering economies and enabling sustainable development in emerging markets.



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Navigating Global Compensation Complexities

With rapid international expansion, the client faced major hurdles in compensation planning and payroll operations. HR and IT leaders identified the need for a robust compensation management platform to:

- Deploy a single, integrated system to manage compensation and variable pay for 4,000+ employees
- Ensure accurate and timely disbursement aligned with country-specific compliance and tax regulations
- Implement a data migration strategy that preserved historical records while ensuring traceability
- Standardize reporting for visibility, audits, and performance tracking
- Enable seamless integration with existing enterprise systems

To overcome these multi-country complexities, the client sought a reliable SAP SuccessFactors partner to ensure a smooth and scalable transformation—without business disruption.



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Comprehensive SAP SuccessFactors Transformation

Hexaware led an enterprise-grade SAP SuccessFactors implementation, combining best practices, proprietary accelerators, and deep HRIT expertise to drive enterprise HR transformation.

End-to-End SAP SuccessFactors Implementation

- Rolled out Compensation and Variable Pay modules for 4,000+ employees across 14 countries—delivering a reliable multi-country payroll solution.
- Integrated with existing SAP systems to maintain real-time visibility and ensure business continuity.

Robust Data Migration Strategy

- Migrated legacy compensation data using Hexaware’s proprietary accelerators, ensuring compliance, audit readiness, and smooth system transition with minimal data loss or manual effort.

Tailored Reporting and Audit Enablement

- Designed standardized reports per country to support process monitoring, strategic planning, and regulatory audits.

Seamless Ecosystem Integration

- Integrated the SuccessFactors suite with SAP ECC, SAP Concur, ProfitCo, Power BI, and FileNet—streamlining data exchange across finance, travel, analytics, and documentation workflows.

Testing, Hyper Care & Change Enablement

- Delivered round-the-clock support during SIT and UAT.
- Post-go-live, Hexaware ensured user adoption through SOPs, manuals, and a three-month Hyper Care program covering cutover stabilization and proactive issue resolution.



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Measurable Efficiency and Cost Gains

- Operational cost savings: 25% savings via automation and process centralization
- Payroll efficiency: 20–30% faster payroll disbursements enabled by real-time visibility and process integration
- HRIT Cost Reduction: 30% reduction with reusable frameworks and solution accelerators
- HR Team Empowerment: Self-sufficient teams via custom user manuals and change enablement



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Streamlined Global Compensation Management

For a global power producer, standardizing HR operations across borders was crucial. Hexaware’s consultative, execution-driven approach delivered a high-impact SAP SuccessFactors implementation, aligning with the best practices of compensation management transformation. By enabling automation, integration, and visibility, the client achieved strategic gains in agility, compliance, and workforce engagement —showcasing the value of a trusted SAP SuccessFactors partner in driving enterprise HR transformation.



Schedule your transformation consultation today—
because every day of delay costs opportunity.
Connect with Hexaware’s SAP experts; write to us at
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About Hexaware

Hexaware is a global technology and business process services company. Every day, Hexawarians wake up 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 offices across the world, we empower enterprises 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 <https://www.hexaware.com>.

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