

Integration of HR data into the cloud

Integration of SAP ERP HCM system data with SAP SuccessFactors

Situation

- The company decided to modernize and digitalize its HR processes by transitioning from the existing on-premise SAP ERP HCM system to the cloud-based SAP SuccessFactors solution.
- The main objective of this transition is to unify HR data, increase the efficiency of HR processes, and ensure better accessibility of information across the organization.
- The new SAP SuccessFactors system is operated in the cloud and provides a modern, intuitive, and user-friendly environment that enables not only the HR department, but also employees themselves, to work more easily with personnel data, requests, and other HR processes. Emphasis is also placed on employee self-service functionalities, which reduce the administrative burden on the HR team.

Challenges

- A key challenge of the project was the integration of data between the existing SAP ERP HCM system operating in an on-premise environment and the newly implemented cloud solution SAP SuccessFactors, specifically the Employee Central module. It was necessary to ensure reliable and secure transfer of HR data between the systems to prevent data loss, duplication, or inconsistencies.
- Another critical aspect was ensuring data integrity within the integration processes, particularly regarding essential HR operations such as payroll calculation, compensation, and related downstream processes, including salary payments. Any integration error could have a direct impact on the accuracy of payroll calculations, making it necessary to implement control mechanisms, validations, and real-time monitoring of data transfers.

Solution

- Data integration using SAP Cloud Platform Integration
- Design of the data transfer architecture
- Definition of future maintenance processes
- Adjustments to the ERP system, which is no longer the primary source of data
- Configuration of integration scenarios in the middleware and mapping of individual data fields between systems
- Handling of exceptional cases and differences between the two systems

Benefits

- Thanks to the properly designed and implemented integration, SAP ERP HCM and SAP SuccessFactors cooperate seamlessly and enable parallel operation during the transition period as well as after full migration
- All non-standard situations, errors, or data inconsistencies are automatically detected and escalated for resolution in a timely manner, significantly reducing the risk of operational incidents
- At the same time, the integration platform has been designed as flexible and scalable, enabling further expansion with new scenarios and processes not only in HR, but also across other areas of the organization. This ensures the long-term sustainability of the solution and its adaptability to future business needs



Industry

Electronics Industry

LoB

Wholesale

Customer

FOXCONN CZ s.r.o.

Headquarters

Pardubice, Czech Republic

Products and Services

The world's largest manufacturer of electronic devices and PC components. Production ranges from consumer electronics to components for communication and electronic devices.

Number of Employees

> 5000 (CZ)

System Environment

- SAP ERP 6.0, SAP ERP HCM
- SAP SuccessFactors

References

Ladislav Maťašovič, HR IS & Comp. Manager
Jan Pavelka, external HR PM
Michal Batelka, HR Director