

Situation

- SAZKA a.s. decided to modernize its HR environment and unify HR data management by implementing SAP SuccessFactors Employee Central and SAP SuccessFactors Compensation.
- The original solution based on SAP ERP HCM was fragmented and less flexible, making it more difficult to manage data, organizational structures, and compensation processes.
- The goal was to create a centralized and user-friendly platform for both employees and managers.

Challenges

- One of the challenges was running the implementation in parallel with other HR projects while dealing with limited team capacity.
- Another key aspect was the integration between SAP ERP HCM (on-premise) and Employee Central, including ensuring data consistency across systems.
- It was also important to establish secure system access (SSO, roles, authorizations) without disrupting existing processes.

Solution

Employee Central

- Organizational management, employee data, global HR model, approval workflows
- Position management, role definitions, document generation, etc.
- Integration between SAP SuccessFactors Employee Central and SAP ERP HCM using SAP SuccessFactors APIs
- Integration of FIORI applications into SAP SuccessFactors Employee Central
- Activation of OData APIs with monitoring and API call management
- Integration between SAP ERP HCM and SAP SuccessFactors using SAP Cloud Integration
- Single Sign-On (SSO) – IAS integration and connection to Active Directory (AD)

Compensation a Variable Pay

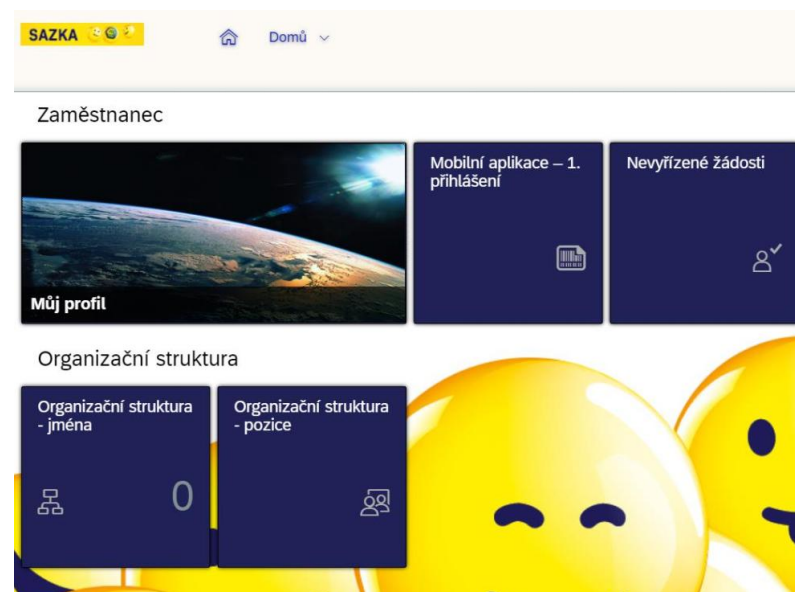
- Compensation planning, budget management, bonus administration, and payouts
- Variable compensation components and bonus plans
- Integration with SAP SuccessFactors Employee Central

Benefits

- Centralized organizational management
- Unified HR processes
- A single platform for employees and managers
- Transparent and efficient compensation management, including bonuses and variable pay components
- A flexible solution prepared for future expansion

Future Plans and Development

- Potential expansion with additional modules



Industry

Lottery Industry

LoB

Entertainment

Customer

SAZKA a.s.

Lottery Industry

Prague, Czech Republic

Products and Services

Lottery company operating mainly number-based lottery games, betting, scratch cards, and online casino services

Number of Employees

> 400 (CZ)

System Environment

- SAP ERP 6.0, SAP ERP HCM
- SAP SuccessFactors

References

Eva Vlčková, HR operations and PM