



Accely
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SAP SuccessFactors for Construction, Operation, and Engineering Businesses

INTRODUCING THE BREAKTHROUGH IN EC&O INDUSTRY

SAP CHANGING THE COURSE OF OPERATIONS

SAP SuccessFactors is a leading provider of cloud-based solutions for managing various human resource functions such as recruitment, business alignment, performance evaluation, & training of employees. SAP SuccessFactors is equipped with the best set of tools to help businesses manage and organize their workforce without any complications.

The solution can be used to check the status of the workforce and other business activities as it can be easily integrated with other SAP solutions such as S/4 HANA, Digital Boardroom, and more. SAP SuccessFactors plays a significant role in modernizing and digitizing the entire business while using technology to provide a scope of development for every employee.





SUCCESSFACTORS IN ACTION:

- Fulfilling the construction requirements of people in four different countries, the client distributes cement for industrial, commercial, and residential projects. The operations of the clients are spread across the South American countries of Ecuador, Columbia, Peru, and Chile. The client was having trouble encouraging their employees to think innovatively. This is the reason they needed a solution that could optimize human resources and promote an innovative mindset among the employees.

The client soon decided to go with the SAP SuccessFactors solution that provided them with greater transparency for strategic planning and decision making. The streamlined workflows made the HR processes more efficient and smooth. The user-friendly platform helped the client to establish effective management of talent and provided them with a single source to access all the information about the employees.

- A company dealing in specialized engineering equipment to industries such as healthcare, gaming, government, & hospitality. The client employs more than forty thousand employees and operates various facilities spread across the world. The problem the client was facing that most of the software used for managing this massive army of employees was reaching the end of life stage.

As the client looked for a solution to manage their employees they opted for the SAP SuccessFactors solution. The solution enabled the client to modernize the entire HR process and provided easy integration with other SAP solutions. The reports and analytics offered by the solution allowed the client to reach their full potential of growth.

- The client is a heavy equipment manufacturer who was facing trouble with the changing demographics of the workforce. But focusing mainly on inclusion and diversity the client was capable of hiring more veterans, women, and other underrepresented talents. The client needed a solution to simplify and streamline all the HR management activities and so they chose to go with the SAP SuccessFactors solution.

The solution benefitted the client massively as they could now access employee profile and performance data in real-time & identify the strengths and weaknesses. SAP SuccessFactors helped the client ensure role alignment by enabling the client to self-report on career goals. With access to meaningful and effective performance reviews, the client was able to save a lot of cost on HR operations.

SAP SUCCESSFACTORS SOLUTION TAKING OVER THE CONSTRUCTION, OPERATIONS AND ENGINEERING BUSINESSES

Adopting the SAP SuccessFactors solution for Construction Operations and Engineering businesses can be very beneficial as these businesses often employ a huge number of employees. A few of such advantages are:

- **Assortment:** The SAP SuccessFactors solution can be quickly implemented with the existing solutions and with integration to the right HR management solutions one can easily optimize their business processes and engagements.
- **Process:** The solution can be very helpful in streamlining the strategies and supporting every project of the business. Make the best use of the resources by transforming the HR processes. Furthermore, the SAP SuccessFactors solution is capable of making suggestions for changes in business processes based on the current and future requirements of the business.
- **Manpower:** The SAP SuccessFactors can help businesses manage a global workforce without any complications. Businesses can hire the best talents and train or guide them using the solution and get the best out of their employees.





Leader in the construction market of Europe drives growth and employee engagement by **89%**

CASE STUDY:1

ABOUT CUSTOMER

The client is one of the leaders in the construction industry of Europe & is growing at a very fast pace due to the efforts of the dedicated and agile workforce. The company has its operations running in various parts of the world including Africa, Europe, and Latin America. Unfortunately, the client was finding it difficult to manage an aging workforce in a digital world.

FOCAL POINTS OF THE PROJECT

- Align the employees with the strategic mission of the company to become one of the best construction companies in the world.
- Prepare the employees for driving international expansion
- Save cost on HR activities while enhancing transparency and efficiency

THE FIX

The out of the box capabilities of the SAP SuccessFactors solution helped the client facilitate a cultural shift towards enhanced collaboration among employees. SAP SuccessFactors solution helped the company to not only attract great talents but also retain people with the right sets of skills. The solution helped to enhance the efficiency in managing different human resource operations.

PIVOTAL BENEFITS

- Enhanced collaboration among the employees driving better results
- Harmonized and efficient management of the human resource management
- Saving both cost and time in human resource operations

PRE MIGRATION ARCHITECTURE

- Lack of collaboration among employees
- Ineffective management of the workforce
- Difficulty in accessing information about employee profile and performance

MAJOR CHALLENGES

- Facilitating effective management of talent in the employees
- Lack of diversity in the workforce
- Monitoring and managing a workforce consisting of over 30000 employees

ACHIEVEMENTS

- Providing employees with easy access to learning programs
- Digitization of all the human resource management operations
- Significant increase in the engagement of employees



A civil engineering firm enjoys enhanced growth by listening a little more to the employees

CASE STUDY:2

ABOUT CUSTOMER

A huge civil engineering firm that consults and looks over various projects of different sizes, the client here employs thousands of employees. This massive workforce of the client is known to be very flexible and dedicated resulting in the rapid growth of the organization. This is the reason that the client is very keen on developing the career of the employees.

FOCAL POINTS OF THE PROJECT

- Generating better feedback from the employees
- Gaining a better understanding of the employees and their performances
- Generating easy to understand insights from the employees

THE FIX

The smart features and functionalities of the SAP SuccessFactors solution can help the client to build a better and effective way to generate feedback from the employees. SAP SuccessFactors provides employees with amazing learning modules that help them grow and excel in their country. The solution can contribute a great deal in letting employees know that their feedback matters.

PIVOTAL BENEFITS

- Automatic collection and verification of employees

- Access to accurate data and insights
- All in one solution to take care of all the HR-related operations

PRE MIGRATION ARCHITECTURE

- Slow review of the performance of employees
- Ineffective management and storage of employee data and insights
- No initiative for the career development of employees

MAJOR CHALLENGES

- Making feedback from employees a vital part of the operations carried out by the organization
- Developing a comprehensive framework to enable career development of employees
- Finding a solution that not only supports internal processes but also integrates with other SAP solutions

ACHIEVEMENTS

- A steep increase in the participation rate of feedback in less than four months
- Easy access and generation of feedback from employees
- Insights that help to get an in-depth understanding of each employee



Driving better customer satisfaction by enhancing the experience of the employees

CASE STUDY:3

ABOUT CUSTOMER

An engineering professional services firm, the client provides consultancy services to customers in different parts of the globe. The experiences of the customers are directly impacted by the engagement among the employees. The client's organization is having trouble better understanding the employees and mitigate any issues that affect the client adversely.

FOCAL POINTS OF THE PROJECT

- Deliver best employee experiences to maintain a sustainable business
- Providing better support to employees through feedback and insights
- Combining performance and operational data of the employee

THE FIX

The SAP SuccessFactors solution can provide employees with easy access to information & learning resources to grow their knowledge. The organization can now collect experience data & combine it with operational data and determine if the employees are having any negative experiences. SAP SuccessFactors solution can assist the client in building a better working environment for the employees.

PIVOTAL BENEFITS

- Unified and easy management of all HR operations

- Detailed analysis of the employee experiences
- Access to meaningful insights into employee experiences

PRE MIGRATION ARCHITECTURE

- Inaccurate data and insights into sentiments of employees
- Lack of integration between different HR solutions
- An incompetent working environment for the employees

MAJOR CHALLENGES

- Standardization and streamlining the HR management operations
- Improving the experience of customers with better engagement among employees
- Facilitating easy access to information about the employees

ACHIEVEMENTS

- Efficient HR processes resulting in freed up employees for value-added tasks
- Enhanced engagement among employees leading to more satisfied customers
- Simple IT infrastructure helping to save a lot of HR maintenance costs
- Easy access to detailed information about client experiences



CONCLUSION

Effective management of the talent and human resources of a business is a must in order to maintain the steady growth of any business. The SuccessFactor solution helps businesses to facilitate seamless management of different operations such as recruitment, performance, and compensation management as well as learning and development of the employees.

Furthermore, SAP SuccessFactors enables businesses to establish centralized management of all the information about the employees. This makes it very easy to access any information concerning the employees at any time without any complications. Moreover, this solution allows businesses to seamlessly use the SAP ERP using SAP PI or SAP HCI.



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