

Case Study - Implement HR - Payroll Application

Customer **Manufacturing Company**
Industry **Aluminum Industry**

About Customer

A major player in the Aluminum manufacturing, company is a manufacturer of aluminum. Head-quartered in California, it has multiple manufacturing plants in US, Iceland and more. There are more than 2000 employees in US.

Business Challenge

The company started using SAP since 1999 with SAP 4.0B version at one of the manufacturing sites. The initial modules implemented are FI, CO, MM, PP, PM and SD. Over a period of time the system was upgraded to Enterprise.

The early success of SAP encouraged the Executive Management to recommend SAP as the common global system of applications across the enterprise. As a part of the strategic move, a key project initiative, fully blessed by senior executive management, was initiated. One of the biggest challenges was to implement HR/Payroll functionality in SAP, especially considering that the company had both unionized and non-unionized employees.

QS&S Solution

QS&S offered vast knowledge and deep understanding of HR and Payroll processes. The QS&S project management team scoped the project scope very wisely and always maintained a close watch on the scope creep. The scope of the functionalities covered areas like Personnel Administration, Organizational Management, Benefits, Payroll, Accounting & Financials and more. In addition to managing scope very securely, lot of efforts were put in to choose the right members on the project team. The team comprised of the best and most qualified – both internal subject matter experts from the company and QS&S lead functional experts. Primary selection-criteria included experience with enthusiasm to face challenges. Testing was designed and executed by the person who would actually perform the step in real-life after go-live.

Benefits

- SAP as the Central IT Application system globally
- Significant savings across the company in terms of reduced time, reduced costs and increased productivity
- HR system processes for mix of employees-base: Unionized and Non-unionized
- Fast learning curve for the business users as they were intimately involved early on
- In-house Payroll processing, avoiding major savings for external 3rd party payroll processing
- Small consulting team with broader skills is preferable to a large number of resources from consulting giants

Technology

- SAP ECC 5.0

- SAP Application Modules – HR (Payroll)

Methodology

- Accelerated SAP (ASAP) project methodology
- Understand, analyze and gather business requirements
- Base-line configuration of the system to demonstrate the functionality
- Unit Testing and User Acceptance Tests
- Go-live Cut-over planning
- Post go-live Support

Why QS&S?

Quality Systems & Software (QS&S) is a Business & Technology consulting firm with special focus on maximizing ERP investment. QS&S offers full-scale SAP services including – [Global Roll-outs](#), [New G/L](#), [GRC](#), [GTS](#), [Fresh implementations](#), [Upgrades](#), IT Support, Remote Consulting, Offshore Development and more. Our experienced team is ready to take on new initiatives and projects up to \$10 million. For more information, please visit us at <http://www.QSandS.com> to review our offerings and services.

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