

AMOUN Pharmaceutical Simplifies and Improves their HR Processes

by Integrating SuccessFactors Employee Central and SAP HCM Payroll



SAP SuccessFactors 

Customer Background

Amoun Pharmaceutical Company S.A.E. ("Amoun") is an Egyptian "closed" Joint-Stock Company established in 1998 under the laws of the Arab Republic of Egypt, with a fully paid-up capital of 1.4 billion Egyptian Pounds. Amoun's main business includes development, manufacturing, marketing, distribution, and export of a wide range of human pharmaceutical and animal health products.



**Amoun Pharmaceutical - Integration of SAP
SuccessFactors Employee Central with SAP HCM Payroll**

Company:

Amoun Pharmaceutical Company

Industry:

Pharmaceutical

Location:

Egypt

ECS Services:

Data Migration and Integration of SAP
SuccessFactors Employee Central & on-
premise SAP HCM system

Executive Summary

Objectives

- Move all Core HR processes from SAP HCM to SF Employee Central to provide greater access to Employee Self-Service.
- Use SF Employee Central as the system of record for all employee data, except for the payroll, will remain on SAP ERP HCM system.
- Provide more timely and transparent Employee data.
- Integrate their HCM On Premise with EC by taking advantage of the Cloud innovations.
- Process employee payroll much faster and easier.

Challenges and Opportunities

- Inability to provide consolidated and unified access to employee's data without the integration of EC and SAP ERP HCM.
- Ensure HR data is properly synchronized between SF EC and on-premise SAP ERP system.

Resolution

- Data Migration from SAP HCM to SF Employee Central.
- Integrate SuccessFactors EC with SAP On-Premise Egyptian Payroll.
- Employee & Organizational data replication to support payroll, benefits and interfaces.

Implementation Results

SEAMLESS

Data flow between SAP On-
premise and SF Employee
Central

LOCALIZED

Payroll system with near real-
time Data replication

SIMPLER

HR processes with no manual
intervention

GREATER

Flexibility with scalable
solutions that meet their
future requirements

Challenges

The technology is emerging at an astonishing speed. With this growing technology, Amoun Company wanted to benefit from the business trend and manage their HR processes in a smooth and easier manner. Amoun was previously utilizing the SAP HCM on-premise solution to perform their HR operations, and they realized that its time to move their on-premise system to SAP SuccessFactors Employee Central to get the benefit of the latest cloud innovations. However they chose to keep their SAP on-premise payroll. This approach allowed Amoun to use the best components from SAP's on-premise and cloud HCM solutions; however it brought various challenges regarding data integration between cloud and on-premise systems. They wanted to ensure the seamless data flow between the two systems to improving employee experiences and operational efficiencies.

Implementation

As a recognized SAP partner with several success stories in SAP HCM and SuccessFactors implementation, ECS took the responsibility to make the required integration and migration of data between the on-premise and SF Employee Central. The project was challenging as it was tightened to a global time commitment, and consultants had to ensure that the go live date is aligned with the other involved global entities.

SAP SuccessFactors



Middleware



SAP HCM

Results

ECS took the responsibility to migrate data from SAP HCM on-premise to Employee Central. The goal of implementing a new HCM system in the cloud should be real HR transformation. Now, they have transformed all of their Core HR to SAP SuccessFactors Employee Central and enjoy the necessary integration with their existing SAP on-premise Payroll. This transformation offered an end-to-end solution to help ensure that employees are accurately paid for their time recorded, and based on their contractual agreement in their core HR system thus eliminating double data entry and ensuring accuracy. The transformation included:

- Employees master data integration.
- Replication of organizational data.
- Data replication of absence or time-off.
- Data replication of payroll.
- Replication of cost center data.



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