



At a glance

Customer

- badenova AG & Co. KG, Freiburg

Industry sector

- Energy service provider

Partners

- FIS-ASP Application Service Providing und IT-Outsourcing GmbH

FIS-ASP is a subsidiary of FIS GmbH and an enterprise of the FIS group of companies. Its employees are specialists in the area of Application Service Providing, Application Hosting, Outsourcing and Outtasking for industry, trade and service enterprises.

- CONERGOS GmbH & Co. KG

CONERGOS is the leading IT partner of the "Thüga-Gruppe" ("Thüga group") and has comprehensive IT competence and expertise. CONERGOS offers holistic, proactive and economic solutions for supporting all core processes of an energy supply company. The operating and support model is aimed at a synergetic co-operation within the "Thüga-Gruppe".

Objective

- Export of HCM data (including Customizing) from a complex R/3 system

Solution

- FIS/hrd® – the established tool for data migration

Benefits

- Independent HCM system without redundant enhancements or Customizing
- Easy repeatability of data migration by means of the established FIS/hrd® tool

Challenges

- Short project duration
- Short downtimes
- Customizing cleanup
- Reliable data migration

badenova AG & Co. KG Smooth migration



"Make the impossible possible" – this was not only the motto, but also the challenge of the badenova project, in the course of which HR data from a historically grown system was to be migrated fast and properly into a new SAP R/3 system.

More than 900 employees, a turnover of 820 million Euro and an annual profit of 60 million Euro (as at 2007) make badenova AG & Co. KG a powerful, medium-sized enterprise located in Freiburg.

With its products and its engagement, this energy service provider pursues an ecological and regional policy and considers itself as a partner and an actor in this region.

badenova is an energy service provider which emerged from a merger of six regional municipal energy suppliers in 2001 and whose major interest is still owned by the local authorities to this day.

Challenge

The task of this project consisted in exporting the existing and precisely defined HR master and movement data including the relevant Customizing and the customer Workbench objects from the existing SAP R/3 system and transferring them to an own, new system in order to subsequently execute a release upgrade on ECC 6.0.

For this purpose, CONERGOS GmbH & Co. KG, the enterprise responsible for the entire project, was searching for a service provider which was able to assume this task professionally and in due time.

Therefore, a decision was made in favor of FIS Informationssysteme und Consulting GmbH, an SAP Gold Partner located in Grafenrheinfeld/Lower Franconia, which was able to assume this task by using FIS/hrd® and its know-how and guarantee a proper data quality.





badenova AG & Co. KG, Freiburg

A sustainable environmental and climate protection policy requires regional actors for a successful implementation. In the southwest of Germany, badenova is the strongest actor. The company has implemented many successful projects that use wind energy, solar energy, water power or biomass. Year after year, the exclusively regional shareholders of badenova invest a guaranteed amount of three percent of the business profits in the innovation fund for climate and water protection, hence generating a high degree of added value in the region.

FIS GmbH

FIS Informationssysteme und Consulting GmbH is an independent enterprise with approximately 500 employees focusing on SAP projects. FIS, an SAP full-service provider, works on all hardware platforms released by SAP and, as an internationally operating SAP VAR partner with "Gold" status, concentrates on the sectors "industry" and "technical wholesale". FIS develops separate solutions that can be used independently or complement and enhance the SAP standard software products. All software systems and tools offered by SAP are consulted, supported and licensed by FIS.

Smooth migration due to perfect preparation

For preparing the migration project, FIS executed a detailed scenario analysis. During the following two months, the migration scenario was run through and tested by the ordering party several times in order to ensure the required data quality.

To keep the downtime as short as possible, the productive migration run was effected within two workdays only. Subsequently, the system was fully available again immediately.

Problem

A data migration of this kind could also be effected by means of a client copy. However, the Customizing not required any longer and the "redundant" master and movement data would have to be manually removed subsequently, which would imply a very large expenditure of work. Furthermore, unrequested data could remain within the system.

Due to the required expert knowledge and after a detailed analysis, the FIS subsidiary FIS-ASP was able to export only the requested and required Customizing and to transfer it to the target system.

Additionally, data from different tables in the customer namespace had to be transferred as well. However, not all data could be transferred one-to-one

in this way, because SAP creates and assigns unique key entries in diverse tables. Therefore, the remaining data had to be completed manually after transferring the actual Customizing.

Solution

The export of personnel and Organizational Management data was effected by means of the FIS/hrd® tool without a data conversion being necessary.

FIS/hrd® is a product developed by FIS and migrates amongst others all data linked to a personnel number.

This includes all (also historical) accounting results of personnel time management, payroll results or results of travel expense accounting.

Due to this solution, it was ensured that business could be continued as usual during the migration, without having to clean up the system before.

Why FIS?

During its selection process, badenova could not find a satisfactory and primarily cost-efficient solution for data migration with any other competing company.

FIS proved to be the most suitable project partner and was able to convince by the long-time experience of its employees and its comprehensive range of services.



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