

## THE MEMORY OF SAP HCM

Wieland-Werke AG Increases the Operational Safety of Its Personnel Processes with the *FIS/hrd* Tool Set



# Wieland

### Customer

- Wieland-Werke AG
- Year of foundation: 1820
- Headquarters: Ulm
- Employees: 9,000, of whom over 4,300 are based in Germany

### Industry

- Metalworking industry

### Key figures

- Sales revenues: 5.08 billion EURO
- Sales: 787,000 tons

### Challenge

Wieland Werke AG requires a software program for the copying and conversion of data in order to guarantee the transport of HR data between different IT systems. Moreover, the HR department develops schemas and rules in the SAP HCM environment. The SAP standard means hardly recognize such changes and if at all, they are not really transparent.

### Solution

- *FIS/hrd* – Migration and revision for SAP HCM

### Benefits

The use of *FIS/hrd* enables Wieland's HR department to exactly compare newly created HR data with the previous month data and see where an intervention had been made. The user can switch back and forth in the *FIS/hrd* user interface. Consequently, the IT department can create rules more quickly. Versioning has essential advantages in case of release upgrades or when Support Packages are imported.

More than 2,000 days were invested in developing the *FIS/hrd* SRA component alone. No wonder that it is hard for the HR departments of large enterprises to find an appropriate optimization for SAP HCM offering as many functions as the FIS solution does. Wieland-Werke AG located in Ulm does not only use the SAP optimization by FIS with its two CCC and SRA components for the anonymized copying and conversion of HR data but also for an audit-proof development of schemas and rules for SAP HCM.

*"If, for instance, you wish to provide training or test environments where live data must not be viewed, FIS/hrd is an excellent tool thanks to its copying, anonymization and conversion functions."*

Siegfried Singer,  
IBF Application Organization in the  
IT Team of Wieland-Werke AG



Since 2004, FIS has been acting as an SAP consulting company for Wieland-Werke AG. In 2006, *FIS/hrd* was implemented and two years later the SRA component (Schema and Rule Analyzer). In the past, Wieland-Werke AG had already used a tool for the transfer of HR data between the systems. However, this tool could never compare with the efficiency and functional diversity of *FIS/hrd* CCC. In addition, FIS provides direct and outstanding support. These benefits made it easy for Wieland to decide in favor of a new tool.

"If, for instance, you wish to provide training or test environments, where live data must not be viewed, *FIS/hrd* is an excellent tool thanks to its copying, anonymization and conversion functions," says Siegfried Singer from the IBF application organization in the IT team at Wieland-Werke AG. He has been working in this company since 2002 being responsible for applications in SAP HCM. Payroll represents approximately 25 % of these applications.



*"FIS/hrd makes changes in SAP HCM transparent to everybody. Knowing what happens during payroll gives us a good feeling and increases HR safety."*

Manfred Seibold,  
HR Specialist in the Compensation & Benefits Department  
of Wieland-Werke AG

Siegfried Singer and his colleagues use *FIS/hrd* to transfer anonymized current data from the production environment to a test system, execute tests for guaranteeing data quality or perform complex migrations. "There are, indeed, many standard products for copying data, but none of them has the same technological level as the *FIS* solution," says the IT expert.

#### Accurate conversion of HR data

The software was used, for instance, to transfer the payroll of a subsidiary to the internal SAP system, i.e. to copy an entire SAP client. A great deal of information (also key information such as personnel number or organizational assignment) had to be converted with the corresponding follow-up data. In order to avoid duplications or erroneous transmissions, Siegfried Singer had the data converted by *FIS/hrd* CCC at first so that fields and tables of the target system would be filled with the correct values. Conversion in this case means data change. The original system contains a personnel number 1, which will be converted into personnel number 2 in all other tables of the target system. Every individual table needs to be "hit". Such an accurate conversion is a problem for other products but not for *FIS/hrd*.

#### Payroll schemas are 'volatile' - *FIS/hrd* converts them

The HR department of Wieland-Werke AG does not only focus on copying and conversion. The development of schemas and rules in the SAP HCM environment is of equal importance. Here, the team benefits from the user-friendly *FIS/hrd* SRA interface. The versioning of previous payroll schemas plays a key role in this development.

The SAP HCM payroll consists of a payroll schema with different subschemas and corresponding rules. The 'volatility' of schemas and rules in the SAP standard version is problematic: if you change a schema line or calculation rule, the existing one will be overwritten; the same applies to the attributes of a wage type.

The SAP standard means hardly recognize these changes and if at all, they are not really transparent. "The change in the calculation of the employer's allowance for the capital

formation savings payment is a good example of versioning benefits," says HR specialist Manfred Seibold from the Compensation & Benefits department at Wieland. It would be fixed in a rule, for instance, that an employee needs to be present in the company for at least one half of a month to get this payment. If, in future, workdays instead of calendar days are to be counted for this purpose, the rule needs to be changed accordingly in the development system. Then it will be transferred to the production system and from this moment, the new formula will be used for payroll. Consequently, the employee will get a different payment. The HR department, however, cannot recognize in the SAP standard version what the difference is due to because a comparison with previous payrolls is not possible and only the current calculation method can be viewed there. SRA enables the localization of a difference resulting from a change to the set of rules as well as its reproduction by using the "Retrieval of versions" function. This means that it will be easy for the user to make comparisons which, in the end, will increase operational safety.

HR departments are regularly concerned with such changes in the SAP HCM system, be it statutory, collectively agreed or operational reasons that require the change of schemas and rules. As far as Wieland-Werke AG is concerned, there are numerous and complex compensation provisions such as Christmas bonuses.

#### "We know what happens during payroll"

Compensation components are regularly adjusted to specific circumstances and therefore require payroll interventions when it comes, for instance, to reduced working hours as in 2009 or when Wieland takes over the payroll for further subsidiaries, which requires the consideration of new payroll logics. According to the user department, each change is a new risk: "Should the payroll run according to the old schema at the beginning of the month or according to the schema already changed?", asks Manfred Seibold. The use of *FIS/hrd* enables him to exactly compare the new payroll data with the previous month's data and to see where an intervention had been made. "The changes are transparent to everybody. Knowing what happens during payroll gives us a good feeling and increases HR safety." Thanks to the



FIS software, the user department maintains an overview of what was changed and when in the set of rules of the payroll schema. The versions are always available and will never be deleted.

Usually, companies are confronted with statutory changes at the turn of the year in contrast to operational changes. Therefore, FIS organizes information workshops giving an overview of the latest requirements. Wieland as well benefits from these workshops to keep itself up to date.

Practically all payroll employees at Wieland use the FIS software. Susanne Graubner, head of the payroll accounting department, creates a new version in the production system after the end of the payroll period. This enables her to compare the current month with previous periods such as the previous month, the same month of the previous year or any other period.

Versioning does not only assist the user department but also the IT department: whenever Siegfried Singer receives a new requirement that has already occurred in a similar way he checks in the version list how this requirement had been fulfilled in the past. The SAP standard system provides transactions for changing schemas and rules. “The *FIS/hrd* user interface, however, makes such adjustments much easier,” says the IT expert. “There are numerous work areas within SRA I can switch to and have access to” such as the direct access from the FIS user interface to wage type maintenance. To do so in the past, he had to open several SAP modes and switching between them was very cumbersome.



Metal and copper alloys by Wieland



*“The FIS software enables us to compare the statuses of payroll schemas of different periods and reproduce all adjustments, since everything will be documented.”*

Susanne Graubner,  
Head of the Payroll Accounting Department at Wieland-Werke AG

Today, the IT department can create rules more quickly, particularly in case of more complex rules such as new company agreements where several wage types are concerned. The more complex a rule is, the easier the work will be. According to Singer, the IT department saves approximately 5 % of the working time spent on payroll in the course of a year. Versioning with *FIS/hrd* has essential advantages in case of release upgrades of the SAP system or when Support Packages are imported because SAP as well changes the settings of schemas, rules or wage types with every new version. The versioning of the previous payroll in *FIS/hrd* enables an accurate comparison between old and

new payroll logic. According to Siegfried Singer, no other tool compares to *FIS/hrd* when it comes to such a comparison.

In the past, changes to schemas and rules could only be documented by saving the ‘before/ after’ statuses in a txt file – a tedious way of documentation with many disadvantages: no automatic triggering, the versions cannot be used within SAP as they can with *FIS/hrd*, and it is not possible to write notes. This is a particular advantage of the FIS software for Siegfried Singer because it enables him to make short comments on his changes via a text editor, which makes a later reproduction much easier. In SAP HCM, schemas and

rules are of significant importance for payroll and time management, also at Wieland. However, the use of *FIS/hrd* is not restricted to this. Since *FIS/hrd* CCC is able to version any kind of Customizing tables, the SAP optimization can also be used in the entire environment of SAP HCM as well as, theoretically, in other SAP modules.

# Wieland

## Wieland-Werke AG

The Wieland Group based in Ulm is one of the leading international manufacturers of semifinished products and special products made of copper and copper alloys. Semifinished products are, for instance, belts, plates, tubes, poles, wires and shapes. Special products are, for instance, sliding components, ribbed tubes and heat exchangers. As an international company, Wieland has manufacturing companies, slitting centers and trading companies in many European countries as well as in the USA, South Africa, Singapore, China and India. The Wieland Group supplies customers in numerous markets: more than 100 different copper materials are particularly used in electronics and electrical engineering, building and automotive industry, machine and apparatus construction as well as refrigeration and A/C industry. The domestic plants (Wieland-Werke AG) are based in Ulm, Velbert-Langenberg, Villingen-Schwenningen and Vöhringen/Iller.



## FIS Informationssysteme und Consulting GmbH

FIS Informationssysteme und Consulting GmbH is an expanding and independent enterprise and the roof of the FIS Group, which employs more than 800 persons making companies more modern, economic and competitive every day. FIS focuses on SAP projects and the development of efficient solutions promoting digitization within companies. As one of the leading value-added SAP resellers in Germany, Austria and Switzerland, FIS is the market leader in technical wholesale with the all-in-one *FIS/wws* solution. Together with its Medienwerft subsidiary, FIS covers the complete range of SAP topics in the field of Customer Experience (CX).

More than 100 specialists operate and administer the customers' SAP systems in the FIS-ASP subsidiary data centers in Southern Germany. The FIS-SST subsidiary is the competent partner for nearshoring projects. The FIS-iLog subsidiary develops collaborative solutions for the convenient and secure process management of different companies on shared platforms.



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