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

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Siegfried Singer, IBF Application Organization in the IT team

The Memory of SAP HCM

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

Since 2004, FIS GmbH has been acting as an SAP consulting company for Wieland-Werke AG. In 2006, FIS/hrd® was introduced and two years later the SRA component (Scheme 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 high functionality 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.

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Siegfried Singer and his colleagues use FIS/hrd® to transfer anonymized current data from the production environment to a test system, to execute tests for guaranteeing data quality or to 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.

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 schemes 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 to see where an intervention had been made. The FIS/hrd® user interface makes such comparisons much easier. There are numerous work areas the users can switch to and have access to. Consequently, the IT department can create rules more quickly. Versioning with FIS/hrd® has essential advantages in case of release upgrades of the SAP system or when Support Packages are imported.

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 schemes and rules in the SAP HCM environment. The SAP standard means hardly recognize such changes and if at all, they are not really transparent.
Payroll schemas are ‘volatile’ - FIS/hrd® preserves them

The HR department of Wieland-Werke AG does not only focus on copying and conversion. The development of schemes 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 sub-schemas and corresponding rules. The ‘volatility’ of schemes and rules in the SAP standard is problematic: if you change a scheme line or calculation rule, the existing 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 for this month. 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 what the difference is due to because a comparison with previous payroll 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.

Accurate conversion of HR data

The software was used, for instance, to copy 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® 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®.

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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, in which case new payroll logics need to be included. According to the user department, each change is a new risk. “Should the payroll run according to the old scheme at the beginning of the month or according to the scheme already changed?”, asks Manfred Seibold. The use of FIS/hrd® enables him to exactly compare the new payroll data with the previous month 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.”

Today, the IT department can create rules more quickly, above all 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 for 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 implemented because SAP as well changes the settings of schemes, 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.

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In the past, changes to schemes and rules could only be document-
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 GmbH

FIS Informationssysteme und Consulting GmbH is an expanding, independent enterprise with approximately 500 employees focusing on SAP project implementation and consulting. FIS develop advanced and efficient solutions complementing and enhancing the SAP standard software products. With the FIS/wws® industry template, the SAP-certified all-in-one solution for the technical wholesale industry, FIS is market leader in Germany, Austria and Switzerland. In addition, FIS, as an SAP VAR partner with “Gold” status, offers industry-independent SAP add-ons – the FIS Smart Products. In our subsidiary FIS-ASP GmbH, more than 80 specialists operate and administrate the customers’ SAP systems in own data centers in Southern Germany.

In SAP HCM, schemes 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, this add-on can also be used in the entire environment of SAP HCM as well as, theoretically, in other SAP modules.

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