QUALITY AND SECURITY FOR THE HR CORE FUNCTIONS

thyssenkrupp Rasselstein GmbH relies on FIS/hrd for the management of schemas and rules

Particularly in time management and payroll, adjustments are often necessary. Sometimes the legal basis changes, sometimes there are new collective bargaining regulations or company agreements. The regular revision of schemas and rules has long been an unloved routine in HR departments. In addition, changes such as those in the Covid-19 crisis need to be implemented immediately. It is in the nature of things that even the smallest errors can cause major damage. The HR department of thyssenkrupp Rasselstein GmbH relies on the *FIS*/hrd solution to reduce adjustment efforts, minimize the susceptibility to errors and ensure complete audit-proof documentation.

Customer

- thyssenkrupp Rasselstein GmbH
- Year of foundation: 1760
- Headquarters: Andernach
- Employees: 2.416

Industry

- Metalworking industry

Key figures

- Sales revenues: 1.294 Mio EURO
- Sales: 1,437.000 tons

Challenge

The most important goal was to reduce the effort required for necessary adjustments in the SAP HCM system, such as the import of Support Packages. Another challenge was the lack of a version management option in the SAP standard version and, as a consequence, low transparency and traceability when working with SAP HCM.

Solution

- *FIS*/hrd – Scheme- and Rule Analyzer (SRA)

Benefits

With *FIS*/hrd SRA, thyssenkrupp Rasselstein GmbH makes the work of HR and IT managers more efficient. When it comes to adjustments and further developments in SAP Payroll, the versioning of schemas and rules enables an audit-proof Customizing development and quick troubleshooting. The documentation in the system makes adjustments transparent and also comprehensible for new employees.

„The documentation in the system not only ensures audit compliance. The procedure also facilitates the on-boarding of new colleagues, who can familiarize themselves with the system much more quickly thanks to the clear and uniform presentation.“

Heiko Michels,
SAP HCM Supervisor/ERP Applications

The administration and management of employees are demanding and dynamic tasks for a human resources department and a daily challenge. Moreover, HR IT managers must also reliably and accurately implement externally motivated requirements, such as changes in the calculation of taxes or social security contributions. In addition, there are internal company requirements resulting from company agreements or restructurings for instance. The Human Resources Department of thyssenkrupp Rasselstein GmbH has decided in favor of *FIS*/hrd to make the work of HR and IT managers more efficient and to make the adjustments and further developments of SAP payroll transparent and traceable.

Easy adjustment and large functional scope

The *FIS*/hrd Schema and Rule Analyzer (SRA) tool enables the subsidiary of thyssenkrupp Steel Europe AG to implement a new solution standard for working with schemas and rules in the SAP HCM system that control the processes for payroll and time management. The functional scope, which includes, among other things, a comparison and matching function, but also enables documentation – especially of reasons for changes – in the system, goes far beyond SAP standard. In addition, the software can be adjusted individually through customer-specific settings.

The most important goal of thyssenkrupp Rasselstein GmbH was to significantly reduce the effort required for necessary adjustments in the SAP HCM system. The *FIS*/hrd SRA solution used makes this possible in an uncomplicated way by means of precisely fitting functions. When importing Support Packages, the matching function makes it easier to identify passages that contain necessary adjustments for your own SAP HCM system.
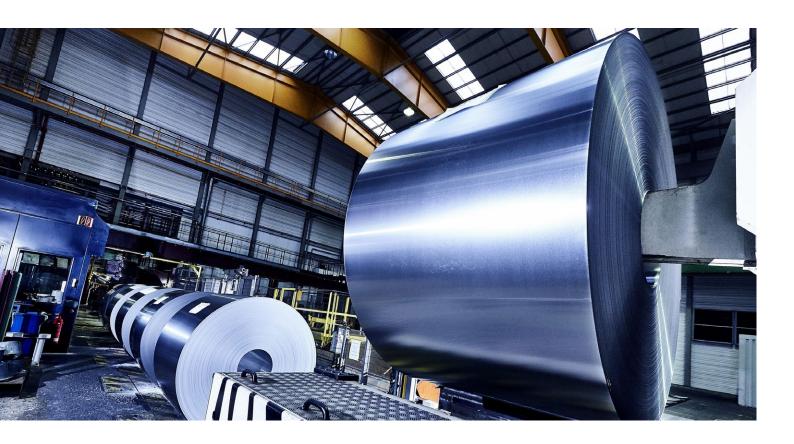
Even internally motivated adaptation requirements, for example due to company agreements, are much easier to implement with *FIS*/hrd thanks to a clear structure and user guidance. In addition, collaboration in development teams is simplified as joint work on schemas and rules can be better coordinated. By using the *FIS*/hrd Schema and Rules Analyzer, the thyssenkrupp HR IT department was able to significantly reduce the effort required for necessary adjustments.

Fast error identification and increased security

The basic processes for creating an SAP payroll are defined by a payroll schema. In order to make these processes traceable over time in the event of changes, the SAP standard version does not offer adequate support in the form of version management. *FIS*/hrd fills this gap and offers the possibility to generate and compare versions. After all, despite all the care taken, errors can creep in during the adaptation of complex payroll systems. The extensive options for versioning and fast and efficient error analysis were therefore another important reason for thyssenkrupp Rasselstein GmbH to opt for *FIS*/hrd. With the *FIS*/hrd SRA comparison function, discrepancies can be found and cleared up quickly and reliably. All changes are documented and comparisons can be made between version levels or across systems. Rasselstein significantly increases the security of the payroll by using this tool. In this way, the billing process can be reliably designed and further optimized at any time, even in case of high complexity.

Audit compliance und documentation in the SAP HCM system

In many companies, adjustments in IT work processes are still documented outside the SAP system. This means that employees have to document every work step in other programs, such as Excel, Word or even in paper form, in order to make their work traceable. This approach is time-consuming, error-prone and confusing. At thyssenkrupp Rasselstein GmbH, seamless documentation using *FIS*/hrd takes place automatically and directly at the corresponding object in the SAP system. "The documentation in the system not only ensures audit compliance. The procedure also faci-

litates the on-boarding of new colleagues, who can familiarize themselves with the system much more quickly thanks to the clear and uniform presentation," confirms Heiko Michels, SAP HCM Module Supervisor/ERP Applications SE-PS/ITM-E at thyssenkrupp Rasselstein GmbH.

Safe implementation of even demanding projects

It happens again and again that companies are restructured. In case of "carve-outs", for example, HCM modules are separated from ERP systems or even entire business units spun off. For HR departments, this could mean that the data of all employees in one part of the company must be extracted from the system or, vice versa, integrated. *FIS*/hrd also offers efficient support and integrated functionalities for complex migrations.

Uncomplicated implementation and competent support

Another argument for using the *FIS*/hrd products is the simple and fast implementation. Employees are trained on the job in a one- to two-day workshop. The results can be used productively immediately." An important decision criterion was also the support issue," says Heiko Michels. "We have had excellent experiences with FIS here as the support is always prompt, competent, personal and unbureaucratic."

thyssenkrupp Rasselstein GmbH, based in Andernach, is the only German tinplate manufacturer. At the world's largest production site for packaging steel, Rasselstein manufactures tinned tinplate, blackplate and special chromium-plated blackplate, with thicknesses ranging from 0.100 to 0.499 mm. The company employs around 2,500 people and serves 400 customers in more than 80 countries, making it one of the three largest tinplate vendors in Europe.

FIS Informationssysteme und Consulting GmbH

FIS Informationssysteme und Consulting GmbH is an expanding, independent company and forms the umbrella of the FIS Group. Within this group, more than 800 employees work to make companies more modern, more economical and more competitive every day. The focus of FIS is on SAP projects and the development of efficient solutions that drive digitalization in companies. As one of the leading SAP system houses in the D-A-CH region, FIS is the market leader in technical wholesale with its complete solution FIS/wws. Together with its subsidiary Medienwerft, FIS covers the complete SAP range of topics for the Customer Experience (CX) area.

In the subsidiary FIS-ASP, more than 100 specialists operate and administer customers' SAP systems in their own data centers in southern Germany. The subsidiary FIS-SST is a competent partner for nearshoring projects. Collaborative solutions for the convenient and secure process handling of different companies on common platforms are developed at the subsidiary FIS-iLog.