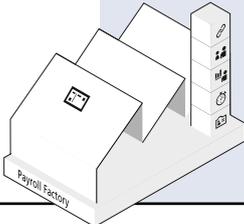


RÖHM OPTIMIZES HR MANAGEMENT WITH HYBRID SAP ENVIRONMENT

SPS SAP HCM Payroll Factory as a key component of the state-of-the-art HR system landscape at Röhm

Challenge	Solution	Benefits
 <p>Complete implementation of a global HR system landscape for around 3,500 employees</p>	 <p>Core Hybrid Model with SuccessFactors and the SPS SAP HCM Payroll Factory</p>	 <p>Cost-effective solution with secure long-term future</p>

After the spin-off from Evonik Group as an independent company, Röhm has to establish its own HR IT structures by June 30, 2021. The company is implementing a modern, future-proof HR system landscape in a goal-focused manner with the help of SPS. Based on the SAP HCM Payroll Factory, SPS takes over the operation of payroll and time management with integration to SAP SuccessFactors, which is configured in the SAP Cloud by another partner.

Change as an opportunity

The company is using the new beginning to get rid of an historically grown HR system that will soon no longer meet the requirements of a modern, future-proof system architecture. As is often the case in large corporations when systems have been permanently adapted and modified over the years, there are a large number of unnecessary objects and unused functions as well as obsolete in-house developments. Due to a high degree of individualization, it is no longer possible to apply current SAP methodologies and standards, and the documentation also leaves much to be desired.

The goal of the transformation is an HR system that is aligned with employee needs, offers holistic end-to-end processes, and provides out-of-the-box best-practice functionalities compliant with SAP HCM and SAP SuccessFactors standards.

As part of the redesign, complex operating agreements are being harmonized wherever possible, in close collaboration with all stakeholders, to streamline HR processes. Due to the abundance of sub-projects and tasks that had to be coordinated to implement the planned solution, and due to the tight time frame specified, the transformation became a very ambitious project that required the constant coordination of all parties involved.

Best practice as the goal

The successful and on-time implementation of payroll and time management by January 1, 2021 was just one of the key components that SPS contributed to the overall success of the project. Equally important was the integrative connection of the local SAP HCM solutions to the global SuccessFactors system according to the core-hybrid model recommended by SAP. This involves implementing a modern digital best-practice approach.



For our medium-sized structure we have set ourselves very ambitious goals with the establishment of an independent HR system landscape and the transformation of our HR work. With SPS as our partner, we have reached a first major milestone in record-breaking time.



– Heiko Müller, Global Head Human Resources, Röhm GmbH

Global topics such as master data management (Employee Central), organizational and talent management, and compensation & benefits are cloud-based. Other areas, on the other hand, where local legislation has to be taken into account, are implemented on-site in the local system. For Röhm's employees, this results in a uniform and user-friendly interface with single sign-on, which above all enables simple and intuitive operation of the far-reaching self-services.

Röhm relies on SAP SuccessFactors globally and on SAP ERP HCM locally. Responsibility for platform operation and the processing of time management and payroll as a managed service was assigned to SPS, which uses the proven SAP HCM Payroll Factory for this purpose.

Thanks to the integrative approach, in which SAP HCM Payroll Factory of SPS is connected to the SAP cloud, the strict use of the SAP standard, and self-services, significant optimizations and savings can be achieved at Röhm.

Transparent processes and a clear definition of the leading system in each case ensure the greatest possible efficiency and security in case processing, while the mapping of country-specific features, such as tax class, pension insurance numbers or DEÜV notifications, ensures a clear structure only in the local system.

Trusting partnership as the way

Since much of the SAP HCM know-how remained within the parent company when Röhm was spun off, the company was looking for a strong and technically adept partner with outstanding expertise. With the SAP HCM Payroll Factory, SPS not only has a highly automated application environment with best-in-class processes that have been proven in practice, the HR Services team at SPS was also able to draw on its extensive experience in spinning off divisions from corporate groups. The complex task of transferring outsourced companies from the parent company's historically grown and individually heavily modified SAP HCM systems to their own, leaner systems, which SPS had already successfully implemented at several chemical groups, was now put into production error-free and on time at Röhm.

Through standardization, automation and mobilization associated with the new solution, Röhm can realize significant process improvements and cost reductions, to which SPS SAP HCM Payroll Factory makes a considerable contribution.



About Röhm GmbH

With 3,500 employees and 15 production sites worldwide, Röhm is one of the world's leading manufacturers in the methacrylates business. The medium-sized company with locations in Germany, China, the USA, Russia and South Africa has more than 80 years of experience in methacrylate chemistry and a strong technology platform. Its well-known brands include PLEXIGLAS®, ACRYLITE®, MERACRYL™, DEGALAN®, DEGAROUTE® and CYROLITE®.

For more information, visit www.roehm.com.

Learn more
about SPS
HR Services

