

Solution Delivery Phases & High level scope

Project Initiation	Requirements Blueprint
<ul style="list-style-type: none"> ✓ Goal Setting ✓ Implementation strategy ✓ Implementation Sequence ✓ Team ✓ Sign-Off 	<ul style="list-style-type: none"> ✓ Scope Document ✓ AS IS ✓ TO BE (Including Best Practices) ✓ GAP Analysis ✓ Sign-Off



Realization
<ul style="list-style-type: none"> ✓ Configuring SAP & Altura HCM Best Practices ✓ Delta Customization ✓ Sign-off



Master Data Load	User Training
<ul style="list-style-type: none"> ✓ Pre-set Data Load Formats ✓ Data Capture ✓ Data Cleansing/ Validation ✓ Data Upload ✓ Data Analytics & Confirmation ✓ Sign-Off 	<ul style="list-style-type: none"> ✓ Train the Trainer (Super Users) ✓ Training Documentation ✓ Client Specific Scenarios ✓ Hands-on Exercises ✓ User Readiness & Acceptance

User Acceptance Testing	Production Cut-over
<ul style="list-style-type: none"> ✓ Altura Generic Test Plan ✓ Client Specific Scenario Tests ✓ User Testing Support ✓ User Acceptance ✓ System Readiness 	<ul style="list-style-type: none"> ✓ Prepare Production Server ✓ Final Data Load ✓ User Access & Authorizations ✓ Sign-Off



Go-Live
<ul style="list-style-type: none"> ✓ Live Data Entry ✓ Live Payroll & Time Booking ✓ Stable System Performance ✓ Sign-off



Post Live & Annual Maintenance and Support
<ul style="list-style-type: none"> ✓ Statutory Changes ✓ Enhancements to New Reports/ Forms/ Layouts ✓ Monitor System Transactions & Optimize Performance ✓ Help Desk & Competency Center ✓ Business Process Improvements & Additional Training



PEEPAL - Business Benefits

Activity	Benefit
Consistently achieve corporate objectives	<ul style="list-style-type: none"> ○ Align your workforce with organizational objectives ○ Find the best people and leverage their talent in the right job at the right time ○ Ensure that every employee understands and acts upon appropriate business objectives and can monitor their progress toward corporate goals
Retain your talent Proactively identify and fill talent gaps	<ul style="list-style-type: none"> ○ Provide your employees with clearly defined career and development plans and personalized learning opportunities ○ Link employee performance to compensation programs, such as variable pay plans and long-term incentives ○ Identify, develop, and track high-potential employees ○ Ensure that future leaders can be effectively promoted from within – and that successors are identified for key positions
Lower cost of compliance and employee administration	<ul style="list-style-type: none"> ○ Reduce the cost and effort of complying with local regulations through unrivalled features and functions, support structures, and expertise ○ Reduce HR costs by automating operational employee-related processes
Improve decision making and manage human capital more effectively	<ul style="list-style-type: none"> ○ Give your executives, HR professionals, and line managers reporting and analysis options that provide real-time insight into your workforce ○ Identify trends at an early stage and make well-informed decisions, so you can manage your human capital more effectively, predict human-capital investment demands, and track workforce costs and the return on investment for HR projects
Reduce risk scalable solution	<ul style="list-style-type: none"> ○ Adapt your processes quickly to changing business needs with a flexible, ○ Leverage local SAP help centers as well as the customer community of more than 12,000 organizations who are using the SAP® ERP Human Capital Management solution.
Implement value-added activities	<ul style="list-style-type: none"> ○ Streamline all HR processes ○ Free employees to concentrate on value-generating activities rather than on routine tasks
Turn HR into a strategic business partner	<ul style="list-style-type: none"> ○ Align HR activities with organizational objectives ○ Focus on leadership succession, workforce planning, and organizational change ○ Make HR services transparent ○ Lower HR costs and deliver better HR services – anywhere and anytime