

Commercial Bank of Africa HR and Cloud Transformation

Company Overview: Commercial Bank of Africa is established in 1962, in Kenya. It is one of the largest private banking sectors in Africa region.

Locations: Kenya, Tanzania, Uganda and Rwanda | **Employee Size:** 1050

| Business Need | Solution | Benefits |
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| <p>Historical Data CBA needed to maintain historical data including all the life events of an employee in SAP</p> <p>Time Management and Payroll Accounting for 4 countries Kenya, Tanzania, Rwanda and Uganda</p> <p>Integration to Non-SAP Core Banking System Integration between SAP and Core Banking System done through a Custom Product (iCon)</p> | <p>Complete SAP HCM, Altura Payroll & SAP HR Templates and SuccessFactors Hybrid Model</p> <p>Phase 1 Modules implemented: Organizational Management Personnel Administration Time Management Altura SAP HR Payroll Driver Templates (4 countries) Employee Self Service & Manager Self Service Nakisa Organizational Visualization E-recruitment Taxi Requisition (Custom Application)</p> <p>Phase 2 SuccessFactors Implementation – 8 Modules Initiation Implementation Highlights</p> <ul style="list-style-type: none"> • Integration between E-Recruitment and Personnel Administration set up for Automatic Candidate Data Transfer • Automated posting of Payroll Results to SAP FI • Automated Bank Transfer. SAP and Core Banking Software integration done using the integration tool Terminus-24 • Custom Taxi application to book Taxis and track Organization-wide usage | <ul style="list-style-type: none"> • Fully integrated solution • Cross boundary solution – CBA operates in multiple African countries and SAP HCM solution is now being used across the group • Automated Process – E-recruitment, Candidate Tracking, Shortlisting & Interview Feed-back. Less manual intervention mean lesser human errors • Increased productivity of HR department with reduced paper work • Self-service functionality available to Employees and Managers for online leave application, viewing online Pay slips etc. • Automated calculations for Overtime and other Payroll Components • Custom developed reports and forms for Time Management and Multi Country Payroll |

Altura Consulting being a premier HR Line of Business SAP Partner, with proven global templates and local expertise, was then engaged for the delivery and implementation of SAP HCM and SuccessFactors at Commercial Bank of Africa.