

CSS Corp Private Limited HR & Cloud Transformation

Company Overview: CSS Corp is the global leader in technology support. Over 100 clients, including Fortune 1000 enterprises, count their expertise in supporting enterprise and consumer products, managing IT infrastructures (stand-alone, cloud or mobile-enabled), and deploying networks.

Locations: India, US, UK, Costa Rica, China, Philippines, Mauritius, Poland, Singapore | **Employee Size:** 5400

Business Need

One stop application for all Talent requirements
CSS used multiple applications to manage talent related processes like recruiting, performance review, learning, etc and were in desperate need to bring it all together and make it accessible

On Cloud Employee Data & Talent Management and Social Collaboration for 9 countries

India, US, UK, Costa Rica, China, Philippines, Mauritius, Poland, Singapore

Integration of On-Premise Core HR with Cloud Solutions

CSS used SAP HCM for its core HR and needed to integrate it with SuccessFactors on demand Talent Solutions

Solution

SuccessFactors Implementation (3 months)

Modules implemented:

Employee Profile | Onboarding | Recruitment Management | Performance & Goals | Learning Management System | Succession Planning | Compensation Planning | SAP Jam
SuccessFactors and SAP HCM Integration using PI/PO

Implementation Highlights

- SAP SuccessFactors Talent Hybrid Implementation for 5400 Employees
- Same time Implementation rollout at CSS for 9 countries
- Administrator training and workshops for all implemented modules
- Role based permissions for CSS users based on job roles and responsibilities
- Employee data flow from SAP HCM to SuccessFactors Employee Profile
- Online Report Designer enablement for customized reporting

Benefits

- Fully integrated talent management
- On cloud solution for global audience with SSO enabled access
- Domain specific permissions granted to users to ensure transparency as well as confidentiality at the same time
- Extensive reporting capability for individual modules and combined analysis
- The entire employee lifecycle process made easy right from recruiting, onboarding, learning, setting goals and reviewing performance to succession and compensation planning
- Social collaboration made easy through SAP Jam