



Background

The Heritage Group, founded in the year 1992 by Sri Nara Chandrababu Naidu, is one of the fastest growing Private Sector Enterprises in India, with five-business divisions viz., Dairy, Retail, Agriculture, Bakery and Renewable Energy under its flagship Company.

Heritage Foods Limited (Formerly known as Heritage Foods (India) Limited). The annual turnover of Heritage Foods crossed Rs.1726.99 crores in financial year 2013-14.

Project Highlights:

Time lines: 4 Months

40+ Customized reports

No. of Employees: 1700

Overview

Heritage Foods had implemented SAP ECC 6.0 and planned to implement SAP Human Capital Management System in their organization to streamline the HR processes.

Key Challenges

- Stringent deadlines to complete the project – The project had to be completed within a very less time
- Non-availability of a dedicated Finance consultant
- Less effective performance of the system due to the lack of space on Production Server
- Not so effective Logistics & Resources – Frequent Power cuts

Choosing the right implementation partner

As HCM is a sensitive module affecting the performance and productivity of the employees, Heritage was insistent to engage only specialized HCM partners for project implementation.

Altura Consulting being a premier SAP HCM Partner, with proven global and local expertize was then engaged for the delivery.

Services Rendered

- Implementation of SAP HCM solution
- Implementation of SAP Payroll with Indian Statutory
- Delivery of Standard and Customized Reports (40+)
- The following modules were deployed:
 - Personnel Administration & Master Data
 - Organizational Management & Workflow
 - Time Management (Negative)
 - Payroll for 1700 Employees – India Statutory Components

Benefits

- Standard Implementation with minimal customizations
- Easy access to the users
- Automated calculations for Overtime and other Payroll Components
- Developed customized reports and forms
- Integration of all the modules which were used in different systems, into one system