



Nigeria LNG Limited is jointly owned by the Nigerian National Petroleum Corporation (49%), Shell (25.6%), Total LNG Nigeria Ltd (15%) and Eni (10.4%). It was incorporated as a limited liability company on May 17, 1989, to harness Nigeria's vast natural gas resources and produce Liquefied Natural Gas (LNG) and Natural Gas Liquids (NGLs) for export.



Nigeria LNG People Project (SAP HR and Logistics)

At the Nigeria LNG People project there was a need to bring in and retain an SAP Partner to help achieve an aggressive Go-Live goal. Altura was engaged to help address resource, solution design and delivery due to project slippage.

Altura Consulting was a part of the NLNG SAP HR and Logistics Project rollout starting in March 2009. To redress the lagging implementation, SAP needed a flexible and experienced partner who was willing to work with the project's tight timelines and had a proven expertise in SAP specifically SAP HR, and ABAP development. Altura provided Technical and Functional Resources; specifically, ABAP, Workflow, HR Functional and Payroll Functional Lead.

NLNG was able to accomplish the Go-Live dates due to the timeliness and experienced resources that were brought for the intervention. The Client has continued to use Altura as a resource partner for Production Support work to date.

“ Altura has demonstrated superior professional competence, deep project delivery experience and high desire to deliver and meet customer expectation. To date, Altura has remained our premier SAP Resource partner from India and they have met both short term and long-term project delivery requirements of our Clients both in the SAP All in one and SAP Business One Solutions delivery.”

Altura delivered SAP Human Capital Management Solution in the following process areas:

Sam Adekeye, NLNG People Project Manager

<p>Payroll Re-implementation</p> <ul style="list-style-type: none"> ▶ Conducted a Rapid Implementation workshop with all the core users and generated the revised blueprint in 2 days with client sign-off. ▶ Configuration of Payroll System in 16 days <ul style="list-style-type: none"> ▶ Built SAP Payroll Template for Nigeria, ▶ Set up Oil and Gas specific business rules, ▶ Work shifts for staff on-shore and off-shore, ▶ Special Compensation for hardship, ▶ Oil and gas Union requirements of Nigeria, ▶ Nigeria Taxation setup for all bands and levels, ▶ Nigeria Relief, Nigeria Pension Fund, ▶ Expatriate Compensation and Processes, ▶ Transfer of employees among their investing partners ▶ Finance General Ledger posting of Payroll ▶ Tracking of all employee loan balances ▶ Payroll Reports and Interfaces 	<p>Employee Self-Service</p> <ul style="list-style-type: none"> ▶ Employee Master Data ▶ Travel Request and Expense reports ▶ Leave workflows ▶ Salary Statement and Payslip ▶ Compensation Administrator to have their access to manage quota planning from ESS. 	<p>E-Accommodation</p> <ul style="list-style-type: none"> ▶ Booking NLNG Hotels/ Guest houses ▶ Interface with NLNG legacy E-Accommodation systems ▶ Customised workflow ▶ Integration with SAP Travel screen ▶ NLNG travel snapshot 	
<p>Reports, Enhancements, Forms, Conversions, Interfaces and Workflow</p> <ul style="list-style-type: none"> ▶ Personnel Administration ▶ Personnel Development ▶ Recruitment ▶ Time Management ▶ Payroll 	<p>Go-Live Assistance and Quality Audit for Payroll</p> <ul style="list-style-type: none"> ▶ On Demand Go-Live assistance ▶ Performed a complete quality audit and gap analysis to ensure Blueprint matches System Set Up 	<p>Manager Self-Service</p> <ul style="list-style-type: none"> ▶ Approvals of Leave/ Travel requests ▶ Team level reports ▶ Appraisal Form Changes ▶ Create Compensation Management BSPs and make them available in MSS 	<p>Travel Management</p> <p>NLNG have their own transport mode of transport between Port Harcourt and Bonny Island. the trips need to be planned within SAP. Standard SAP Travel screens were customized to accommodate the business processes.</p>