

Case Study

**Using SAP SuccessFactors to Create
Unified Employee Experience Across
100+ Countries for a FMCG Giant**





Client

An American multinational consumer products company that specializes in the production and distribution of household, health care, personal care, and veterinary products.



Challenges

The client's operations are spread across 110 countries that have diverse processes, compliance requirements, and employee expectations. To manage these complex needs, the client used diverse Human Resource Information System (HRIS) applications with complex regional customizations. As time passed, these legacy systems and processes became difficult to manage, required manual interventions, and caused significant delays. Any enhancements/updates to the application landscape required a high turn-around time and created more hurdles for the HR teams.

The client was looking for a solution that would standardize its employee experience across the organization and streamline the HR processes.



LTIMindtree solution

We implemented a purpose-built personalized solution for the client using SAP SuccessFactors. Here's the process we followed:



Implemented a tailor-made consulting-led approach with an initial solution assessment and roadmap recommendations.



Ensured employee participation and synergy by conducting workshops across multiple regions through our global delivery centers.



Leveraged ready-to-use pre-configured SuccessFactors templates to accelerate execution.



Provided seamless data migration strategy framework for 100+ countries to avoid cutover nuisances.



Used live insights to help users make data-driven decisions in real time.



Implemented end-to-end hire-to-retire employee lifecycle, custom internal mobility processes, talent acquisition process, and interfaces for payroll, benefits, and learning.



Tools/Accelerator Used

● SAP Profiler for as-is system assessment

● SF Employee Central, Onboarding 1.0

● SF Recruitment Management, Learning Management, Succession Planning, and Custom COS Application





LTIMindtree is a global technology consulting and digital solutions company that enables enterprises across industries to reimagine business models, accelerate innovation, and maximize growth by harnessing digital technologies. As a digital transformation partner to more than 700 clients, LTIMindtree brings extensive domain and technology expertise to help drive superior competitive differentiation, customer experiences, and business outcomes in a converging world. Powered by 81,000+ talented and entrepreneurial professionals across more than 30 countries, LTIMindtree — a Larsen & Toubro Group company — solves the most complex business challenges and delivers transformation at scale. For more information, please visit <https://www.ltimindtree.com/>.