



Orient Cement: Streamlining Talent Management Using SAP® SuccessFactors® HCM Suite

Construction companies rely on Orient Cement Limited for their cement needs. As a manufacturing company in diverse locations across the country, this cement sector giant relies on a robust system that delivers a simple business solution. With a goal to boost employee satisfaction with technology and have a transparent system with administrative control, simplified processes, and transparent data, Orient Cement implemented the SAP® SuccessFactors® Employee Central solution to manage HR data, along with SAP SuccessFactors HCM Suite of nine modules, and went live within three months of starting the project.

The comprehensive SAP SuccessFactors solutions enhanced Orient Cement's HR operations processes, brought in user-friendliness, and improved relationships with employees. By digitalizing manual HR processes, Orient empowered management with flexible, automated processes that help drive better business results. This set of solutions helped Orient Cement achieve its goals quickly.



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Orient Cement integrates a robust HR cloud system

Company

Orient Cement Limited,
part of CK Birla Group

Headquarters

Hyderabad, India

Industry

Mill products

Products and Services

Ordinary Portland cement
(grades 43 and 53), Portland
Puzzolona cement, Portland
cement clinker

Employees

1,000

Revenue

Rs 22 billion
(US\$343 million)

Web Site

www.orientcement.com

Partner

Wipro
www.wipro.com

Objectives

- Streamline existing HR processes through online automation
- Create a central HR system that supports diverse professional profiles across dispersed geographic areas
- Increase transparency groupwide through greater insight into business needs and workforce skills

Why SAP® SuccessFactors® solutions

- SAP, a market leader in enterprise resource planning and HR applications
- Alignment with strategy aimed at creating agile, fast, personalized, interactive, and connected HR
- Scalability and flexibility of SAP SuccessFactors HCM Suite

Resolution

- Deployed SAP SuccessFactors HCM Suite within three months
- Gained enhanced online reporting and analytics
- Centralized data management to enable accuracy and reduce redundancy

Benefits

- Transitioned from manual HR management to complete automation
- Increased transparency of HR data across the business
- Enabled employees to manage personal information and talent profiles
- Standardized processes throughout the employee lifecycle and generated significant value company-wide
- Enabled online offer letters, appointment letters, probation confirmation letters, service certificates, and so on

100%

Process automation

>50%

Reduction in effort for HR business partners in goal setting and review, individual development plans, appointment letters, and processing of manpower requisitions

40%

Improvement in data management

"SAP SuccessFactors is a one-stop offering catering to all our HR processes, including talent acquisition and management, to centralize data storage, bring in transparency, and provide a user-friendly experience. We've reduced HR efforts in the performance and goal management areas already."

Raghavender Yadgirkar, Project Manager, Orient Cement Limited

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