Proposed SAP HCM - ESS & MSS Solution with SAP EP frontend for Leyland Deere

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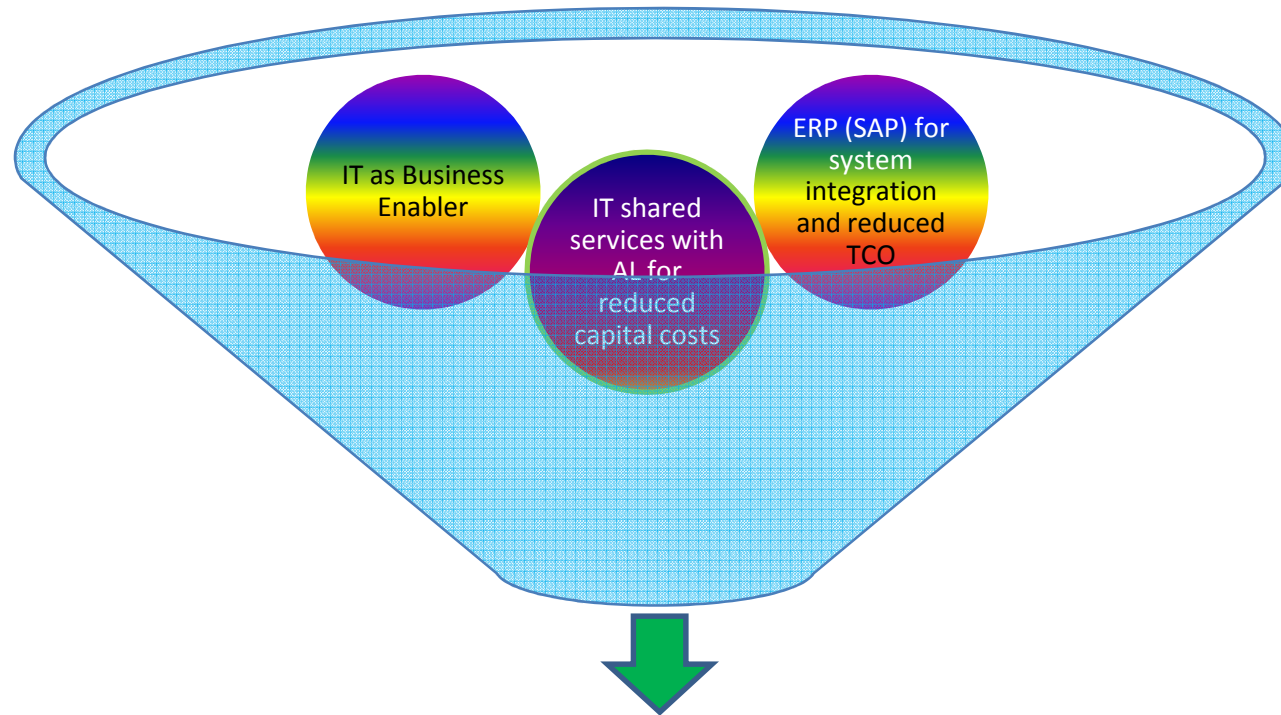
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Agenda

IT Strategy for Leyland Deere

Overview: SAP Implementation so far in Leyland Deere

Overview: SAP HCM Roadmap for Leyland Deere

Leveraging SAP HCM for Leyland Deere Business Benefits

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IT Strategy for Leyland Deere

IT as Business Enabler

IT shared services with AL for reduced capital costs

ERP (SAP) for system integration and reduced TCO

Leyland Deere Business Growth

- IT Strategy in line with business strategy and objectives

- Sharing infrastructure and software services with AL in order to reduce overall capital expenditure and improving ROCE

- Implementation of SAP for Leyland Deere in order to provide seamless integration across various departments and to reduce TCO

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Overview: SAP Implementation so far in Leyland Deere

- Leyland Deere SAP Implementation has been planned in three phases

- First phase started in Jun 2010, and we went live successfully on 1st Dec 2010 with the following modules: SAP MM, PP, SD, FI, CO, QM & HCM (OM & PA)

- The second phase has started in Jan 2011, and we are expected to GO LIVE by the Mar 2012 with the following modules: (We are also expecting staggered GO-LIVEs) SAP CRM, DBM, HCM (Time, Payroll , ESS, MSS & Performance Management), PM & PS.

- The third phase is still under planning, with the following modules: SAP BI, EHS, SRM, GRC, MII or equivalent & Mobile Applications.

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Overview: SAP HCM Roadmap for Leyland Deere

- Phased Implementation of SAP HCM
- OM and PA implemented in first phase, in line with business requirements – Automation of employee information
- ESS & MSS with SAP EP frontend in second phase – in line with business requirements – Employee-friendly and online monitoring and control of time, payroll and performance management
- Business benefits achieved so far
- Automated sorting and analysis of employee information, ease of reporting (BI will be introduced soon for further automation in reporting)
- Planned business benefits after GO LIVE in second phase
- Faster online monitoring and control of employee performance, online time and travel management, elimination of all manual systems related to time, payroll, travel and performance management

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Leveraging SAP HCM for Leyland Deere Business Benefits

- The way forward for Leyland Deere is to utilize SAP HCM with EP frontend for online design and control of organizational policies and practices, and integration of SAP HCM with other modules and with SAP BI for effective reporting

- Plans for SAP HCM in third phase – Manpower planning, e-Recruitment and e-Separation sub-modules – Currently under study

- Leyland Deere IT strategy does not encourage a lot of customization to get the requirements since a lot of time and effort will be spent on the same, resulting in reduction in overall ROI gains – SAP HCM implementation throughout all phases will focus on global best practices and standardization.

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Thank You