



Orient Cement  
transforms HR and  
workforce experiences



# A leading producer of cement implements SAP SuccessFactors HCM suite, enabling 100% automation in HR management and a centralized HRIS



## Client background

**Client:** Orient Cement, part of the CK Birla Group

Industry: Manufacturing & HiTech

Area of operation: India

Products: Cement

Employees: More than 900



## Challenge

At Orient Cement, Human Resource (HR) processes were manual, decentralized and managed by HR Business Partners (HRBPs); leading to dependencies, unreliable and inconsistent data, and non-availability of timely reports. A lack of data transparency and process decentralization across the group resulted in a limited insight into Orient Cement's business needs and workforce skills.

In addition, processes like performance appraisal and recruitment were not streamlined due to lack of an updated HR Information System (HRIS). There was no provision for the workforce to focus on the right business objectives, update them on a regular basis, and receive timely feedback. Compensation processes were maintained manually, leading to inaccurate and inconsistent compensation data.



## Solution

Wipro implemented SAP SuccessFactors HCM BizX suite, an integrated and robust best-in-class HCM Cloud solution including industry-best practices, to overcome the hurdles of the client's manual and disconnected HR processes.

- Enabled a centralized HRIS system, controlled and managed with secured permissions to the HRBPs across plant locations with SAP SuccessFactors Employee Central module
- Implemented SAP SuccessFactors' Recruiting and Onboarding modules for streamlining recruiting process cycle
- Implemented Performance and Goal Management module along with Continuous Performance Management to reduce the gap between company strategies and business execution
- Delivered Learning Management System integrated with performance management, development goals and competency framework
- Implemented Workforce Analytics module to provide HR Team with better insight into the organization



## Business impact

Implementation of SAP SuccessFactors helped Orient Cement bring the workforce closer to the organization's strategic business objectives, improve decision-making, and attract, develop

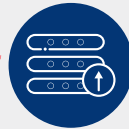
and retain the right talent. Orient Cement now has a centralized HRIS system that is scalable and reliable.



Transition from manual HR management to 100% automation



Over 50% reduction in time taken by HRBPs on HR admin activities



40% improvement in data on parameters of quality, accuracy, and security



Increased transparency of HR data across the business through a single source of truth



Standardized processes throughout the employee lifecycle and significant value generation company-wide



Transition towards online recruitment process including offer letters, appointment letters, probation confirmation letters, service certificates, etc.



Ability to source, engage and retain the best talent



Increase in employee satisfaction with an efficient performance management system and compensation process, and visibility into business objectives

SAP SuccessFactors is a one-stop solution adding value to all our HR processes, including talent acquisition and management, performance and goal management, and centralization of data to bring in transparency and provide a user-friendly experience. I would like to thank Wipro, our strategic partner, along with the Orient Cement Project Teams, for their support and commitment and the significant efforts put in to deliver this HR transformation project on schedule.

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