

Case study: SCHOTT AG

Achieving high performance with Accenture HR Management Suite

A large, stylized yellow chevron graphic pointing to the right, serving as a background for the main headline.

High performance. Delivered.

SCHOTT is an international technology group that has been developing and manufacturing special glass, special materials, components, and systems for 125 years to improve living and working conditions. With 17,000 employees, the group generates global sales of approximately 2.2 billion euros and has manufacturing sites and sales offices in 42 countries. Its main markets are household appliances, the pharmaceutical industry, solar energy, electronics, optics, and automotive.

Business challenge

Employee administration and payroll for half of the 17,000 employees is carried out directly within SAP HCM. However, the other half also needed to be integrated into the SAP HCM system in the form of a "simplified" HR master record, thus replacing Excel as the means of delivering data to SAP HCM and various systems connected to the SAP HCM system. The challenge was designing an intuitive and easy-to-use interface for local data entry.

How Accenture helped

Accenture HR Management Suite is a Web-based application that enables personnel managers located anywhere in the world to create and manage Human Resources (HR) data (e.g., HR master records and positions) for their location. All of this can be managed real time, in intuitive and easy to administer screens without the need for SAP graphical user interface (GUI) and yet fully integrated in SAP HCM.

"With the Accenture HR Management Suite, we are able to design our global HR processes efficiently—we can use the Web-based solution to integrate all locations. Our solution therefore ensures that all SCHOTT employees are entered in a single system (SAP HCM). The solution has been rolled out in approximately 40 countries."

Jeannette Schuh, formerly HR Information Systems Manager SCHOTT AG

High performance delivered

- Local maintenance of HR master records and positions.
- Automated processes.
- Personnel number forms the basis for other global SAP HCM projects (e.g., talent management).
- Intuitive, easy-to-use interface
- No SAP graphical user interface and no server-based support required.

HCM made simple

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- **Accenture HR Management Suite:** Simplifying remote access to human capital management tasks
- **Accenture Quick Document Builder:** Streamlining document creation processes from within SAP ERP HCM
- **OrgPublisher™ for SAP® solutions:** Analyzing human capital management data for informed business decisions.

For more information on Accenture Software for Human Capital Management visit:

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