



# Ananth Technologies

Forging innovative results through technologies

## SAP Human Capital Management

The globalization phenomenon compels companies to continually explore and innovate. The global HR Managers are aware of the phenomenon and understand the need to innovate, and maintain a responsive workforce, now more than ever. In this endeavor the HR managers constantly evaluate the tools and processes to address the primary HR objectives - acquire, develop and retain human resource; the HR operational cost is aligned with the organization's expenditure strategy; the existent infrastructure supporting different HR processes; consistent coordination between people, processes and technology within the organization; the performance appraisal system pertinence to the organization's goals.

Ananth, an SAP channel partner, provides services for the Implementation, Upgrade and Support of SAP HCM. Ananth has a dedicated team of consultants specialized in SAP HCM implementations with competent HR domain knowledge. Ananth follows a structured consulting lifecycle to address business challenges of the customers and approaches each challenge from a holistic point of view rather than reductionism. Ananth is passionate about improving business performance aligned with organizations' business strategy.

## SAP HCM Competencies

Ananth relies on an immaculate implementation methodology to ensure successful implementation. The model facilitates a robust assessment of capability levels within the organization with respect to Human Capital Management i.e. Purpose, Role, Definition, Performance Management, Metrics etc. and assists in shaping the change agenda required to raise performance within the organization.

Ananth extends services to automate all operational HR processes, such as

- Personnel Administration
- Time Management
- Payroll (international)
- Object Setting and Appraisal
- Organization Management
- Recruitment

Other specific people strategy services include: *Talent Management, Performance Management Alignment, Organizational Learning, Personnel Cost Planning and Benefits*

## Value Proposition

- Comprehensive understanding of needs, to deliver specifically tailored solutions that addresses key opportunities and challenges
- Industry seasoned consultants with substantial domain knowledge and multiple SAP implementation experience, for clients of diverse industries, providing expert advice and developing sound solutions
- An Immaculate implementation methodology, assessing capability levels within the organization with respect to HCM i.e. Purpose, Role, Definition, Performance Management, Metrics etc
- An approach to clearly define and document the existing business challenges and proposed approach to address them



## Key Engagements

### E2E HCM Implementation for a Metals & Mining Major

The client is a London listed metals and mining major with Aluminum, Copper and Zinc operations in Asia and Australia.

The client's HR systems constituted a number of non integrated tools with little communication and co-ordination between them leading to higher costs and errors. Ananth designed and implemented an integrated SAP HCM solution constituting Personnel Administration, Organization Management, Time Management, Training and Event Management, Travel Management, Personnel Development and also an SAP Enterprise Portal (ESS, MSS) that interfaced with this HCM solution..

The client benefited from the switch to industry-standard technology. Data and process integration have resulted in noticeable improvement in the efficiency and quality of administrative processes with a significant reduction in operating costs. Employees have now been empowered to access relevant HR data and perform some routine HR tasks themselves leading to better user satisfaction.

### SAP LSO, OSA, ESS/MSS for a Refinery Vendor

The client's portfolio includes the development, construction, ownership and operation of crude oil refining facilities.

Ananth implemented SAP HCM - Objective Setting and Appraisals (OSA), Learning Solution (LSO) and SAP Enterprise Portal modules: ESS and MSS.

Ananth lead the initiative of upgrading to SAP Learning Solutions from the existing SAP Training and Event Management Module. The ASAP implementation methodology was followed for a timely and within budget successful delivery.

The refinery benefited from the well defined and streamlined business process which ensured efficiency and definition of roles and responsibilities. All the training needs are now addressed by SAP LSO. Managers can identify and recommend training activities while performing performance appraisal. The company can develop e-learning courses internally with little extra investment.

## Ananth Services

### Implementation

End to end Implementation. Competencies in HCM, FI/CO, Logistics, BI and CRM

- Rollouts
- System and Data Migration
- Testing
- System Integration (using SAP Net



### Upgrade Services

- Upgrade Assessment and Deployment

### Sustenance Services

- Production Support; Functional and Technical
- Maintenance
- Independent SAP Audit and Validation Services

### Solutions

HEd One: All in One solution supporting Student Life Cycle Management (SLM) for Higher Education (Colleges and Universities). This innovative and intuitive solution manages all stages from student enrollment all the way upto their graduation.

### Other Services

- Custom Application Development
- Testing & Performance Engineering

## About Ananth

Ananth Technologies, an AS 9100B & ISO 9001:2000 certified firm has been serving the IT business and technical needs of its Global 1000 clientele since 1992. Ananth is a certified SAP Channel Partner.

Headquartered at San Jose, California and Hyderabad, India, Ananth has a global presence with a workforce of over 750. Our varied clientele are leaders in the areas of Aerospace, Mining, Pharma, Higher Education, Public Sector, Communication, and Health care.

In a time when companies are relentlessly pushing to compete better, move faster, and fight harder, Ananth is the global technology partner with a passion: dedicating its systems expertise, industry intelligence, and global resources to make your business stronger.

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