

SAP S/4HANA Migration and SuccessFactors Implementation

Client Overview :

A globally placed client, known for its extensive operations and complex IT infrastructure, sought to modernize and streamline its SAP landscape to align with the latest technological advancements and business requirements.

Project Overview :

The client aimed to migrate to SAP S/4HANA 1909 FPS03 while implementing SAP SuccessFactors and addressing critical challenges such as custom code optimization, process standardization, and hardware compatibility. The project involved a comprehensive system conversion, integration, and process improvement to enhance operational efficiency and scalability.

Challenges :

- High volume of support line changes requiring seamless integration.
- Unstable production hardware and incompatible HP UX patch level for SUM.
- Transition of SAP ESS/MSS from Java Stack to SAP Fiori.
- Development of custom ESS/MSS apps as SAP Fiori applications.
- Integration with SAP SuccessFactors.
- Analysis and elimination of obsolete custom code during migration.
- Merging support line changes into the new SAP landscape.
- Migration of Z processes to standard SAP processes.
- Parallel execution of S/4HANA conversion and SuccessFactors implementation.

Technologies :

- **Database:** SAP HANA
- **ERP:** SAP ECC, S/4HANA 1909 FPS03
- **Frontend:** SAP Fiori
- **Development:** ABAP
- **Tools:** Solman, SAP CPI, HCI
- **HR Suite:** SAP SuccessFactors
- **Platforms:** HP UX, SuSE, Azure Cloud

About Incesol

Established in 2011, Incesol is a leading provider of outsourced software development services specializing in SAP, enterprise e-commerce, mobility, and custom application development. With Headquarter in Dallas, Texas, USA, and a global development facility in Hyderabad, Telangana, India.

Incesol delivers both onsite and offshore project solutions tailored to client needs.

Specialized in :

SAP ERP ECC, SAP S/4 HANA, SAP BTP, RISE with SAP, SAP Integration Suite, Successfactors, SAP ERP (Implementation, Integrations, Migration, Archiving, Upgradation, AMS Services (Support), etc.), not limited to.

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- System conversion from on-premise to Azure Cloud disaster recovery (DR) nodes.
- Transition from HP UX to SuSE for improved compatibility and stability.

Implementation Highlights & Mitigation :

- **S/4HANA Migration:** Successfully migrated to SAP S/4HANA 1909 FPS03, ensuring minimal downtime and operational impact.
- **SuccessFactors Implementation:** Integrated SAP SuccessFactors to enhance HR functionalities and employee experience.
- **Process Standardization:** Migrated Z processes to standard SAP processes, reducing customizations and maintenance efforts.
- **Fiori Enablement:** Set up SAP Web Dispatcher to enable SAP Fiori applications and developed custom Fiori apps for ESS/MSS.
- **Integration:** Configured HCL and CPI for seamless integration with SuccessFactors.
- **High Availability Setup:** Established high availability (HA) in the local data center and DR nodes in Azure Cloud.
- **Process Improvements:** Identified and implemented process gaps and improvements to optimize system performance and usability.

Engagement Model :

Fixed Project Billing

Incesol's Achievements :

Incesol's SAP professional services team has delivered multiple successful SAP migrations and implementations. Key accomplishments include:

- Ensuring 99.9% system uptime during migrations.
- Reducing custom code by 40%, leading to streamlined processes.
- Enhancing integration capabilities with cutting-edge tools and platforms.

This project demonstrates Incesol's commitment to delivering innovative and scalable solutions that meet the evolving needs of its clients.

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