

SAP SUCCESSFACTORS IMPLEMENTATION & INTEGRATION

Client - Leading Refractories Manufacturer

Challenges (Prior to Support)

- Disconnected HR systems with manual processes across employee lifecycle
- No unified platform for recruitment, onboarding, learning, and performance
- Limited visibility into employee data, compliance, and succession planning
- HR teams overwhelmed by paper-based processes and fragmented tools
- Difficulty integrating HR data with core SAP systems for reporting and payroll alignment

Technologies Covered

SAP SuccessFactors (Employee Central, LMS, PMGM, Recruiting, Onboarding), SAP HANA Cloud Connector, SAP BTP, SAP Fiori, SAP S/4HANA Core HR Integration

Implementation Approach

- Rolled out SuccessFactors modules in a phased manner across business units
- Enabled data replication and real-time sync via HANA Cloud Connector
- Configured recruit-to-retire workflows, business rules, and approval paths
- Integrated EC with S/4HANA for organizational data and payroll alignment
- Implemented learning paths, KPIs, and performance goals for workforce development

Target Infrastructure

SAP SuccessFactors Cloud, SAP S/4HANA (On-Prem), HANA Cloud Connector, SAP BTP Integration Suite

Post-Implementation Highlights

- Unified HR platform for employee lifecycle management from hire to retire
- Reduced onboarding time by over 40% with digital process automation
- Improved learning outcomes via role-based LMS assignments
- Enabled data-driven performance evaluations and goal alignment
- Strengthened HR compliance and centralized reporting capabilities

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,

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