

CMC moves HR and Payroll from on-premise to the Cloud!

Commercial Metals Company



Commercial Metals Company (CMC) is a vertically integrated, Fortune 500 steel company that recycles, manufactures, fabricates, and trades steel in 12 countries. CMC wanted to move to a unified, cloud-based HR system that would meet their current and future needs while simplifying their complex and rapidly changing technical landscape.

Key HR and Payroll services needed to move to the cloud, take into account their unique existing SAP processes, and integrate with Finance and Logistics. Leaving their core business processes on-premise, CMC faced extra challenges due to the international nature of their business, several U.S. tax companies, and multiple union requirements.

AspireHR proposed the implementation of SuccessFactors Employee Central (EC), EC Payroll, Compensation, and Variable Pay modules. This combination would create a single system and allow managers to access updated information as they need it. Employee Central would allow HR to simplify structures, extending self service capabilities to employees, thereby creating a friendly look and feel. With existing in-house expertise with SAP that was complemented with additional knowledge transfer from the AspireHR team, CMC quickly got familiar with the implementation and maintenance processes.

Having been on SAP Payroll for a decade, CMC's payroll team was used to a streamlined payroll process and was concerned about switching to a new system. However, Cloud Payroll has exceeded their expectations and payroll is now more seamless and accurate than it has ever been.

CMC

Business Needs:

- Satisfy all HR and Payroll requirements
- Simplify HR structures and extend self-service capabilities to employees
- Simplify and future-proof

AspireHR Solution

- Migrate HR and Payroll to the cloud with SuccessFactors Employee Central (EC), EC Payroll, Compensation, and Variable Pay modules
- HR DataExchange™, Payroll LaunchSuite™, and Cloud Accelerators
- Experts with the most experience in the industry

Results:

- Self Services for Employees and Managers
- Streamlined HR and Payroll processes
- CMC is ready for the future



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Using its accelerators, such as conversion tools to migrate history, parallel tools to speed up testing, and various Cloud tools to shorten the implementation timeline, the highly experienced resources of AspireHR were able to meet the project's aggressive timeline and budget. AspireHR was able to create all integrations needed for system data migration and convert a full year of history for all active employees from the ECC system. Approximately 7,000 active US employees (including unions) and 480 contractors were included as part of the EC and EC Payroll Implementation, as well as 3,500 terminated employees (US employees and contractors).

The Keys to CMC's Success:

1. On-premise and cloud hybrid solution

A hybrid solution allows CMC to meet their budget and their HR and Payroll needs by moving to a unified cloud system, while maintaining the legacy non-HR systems on-premise.

2. Flexible integration

Having a well-designed integration landscape helps CMC accommodate various interfaces and get full use of their new system, while planning for future expansions.

3. AspireHR expert consultants

Expert help is mandatory when working with complex system and business requirements. AspireHR consultants used their proven experience to guide CMC through blueprinting to workbook configuration to testing iterations to knowledge transfer to ensure that their project was a success.

4. AspireHR software accelerators

HR DataExchange migrated active and terminated US employees and contractors from the on-premise legacy HR system to the cloud. Payroll LaunchSuite was used for payroll parallel testing to ensure accuracy. Cloud accelerators including SOAP data transfer, wage type catalog, and the SuccessFactors extraction tool saved significant time and effort.



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